

**RESOLUTION OF THE BOARD OF TRUSTEES  
TO APPROVE TERM SHEET SIGNED BY UNIVERSITY AND AAUP-WSU  
ON SUNDAY, FEBRUARY 10, 2019**

WHEREAS, the University has been navigating recovery from a serious financial crisis that required it to address a \$30 million structural budget deficit and the exhaustion of \$130 million in reserves which took the University to the brink of State fiscal watch;

WHEREAS, a portion of the University faculty are represented in a single bargaining unit by the Wright State University Chapter of the American Association of University Professors (“AAUP-WSU” or the “union”), whose most recent labor contracts with the University expired on June 30, 2017;

WHEREAS, to address the financial recovery the University sought to enter into new labor contracts with the union, and after bargaining to impasse with the union, including FMCS mediation and separate fact-finding mediation, the parties set out their last, best offers on the open contract issues to Fact-Finder David Stanton during a formal fact-finding hearing;

WHEREAS, Fact-Finder Stanton issued his report and recommendation, the University Board of Trustees, in an effort to bring the matter to a final resolution even though it did not receive all the relief that it was seeking, voted unanimously to adopt the Fact-Finder’s report, while the union rejected the report; therefore the parties yet again failed to reach any agreement to bring the matter to a close;

WHEREAS, the University elected to move forward with implementing the terms and conditions of its final proposals in order to allow the University to continue its central mission of serving its students, under which the faculty union members operated until a successor agreement has been reached with the union;

WHEREAS, the parties have recently engaged in numerous negotiation sessions to reach agreement on a successor agreement, which resulted in a term sheet that outlines a compromise of two consecutive labor contracts that will meet the needs of the University’s students and provide labor stability through two labor contracts that will be in effect through June 2023;

WHEREAS, the new agreements represent significant concessions from both parties and provides the University with short and long-term financial relief;

WHEREAS, the agreement allows the University to continue to provide a high-quality and affordable education;

WHEREAS, among other items, the new agreement brings all University employees, including AAUP-WSU members, into a unified healthcare plan allowing the University

flexibility to address health insurance costs under the University's existing health care plan that now covers all University employees equally;

WHEREAS, among other items, the new agreements address the University's financial issues by providing reasonable but responsible compensation increases with 0% general salary increases, 0% minimum salary increases, and 0% merit pay increases from academic and fiscal years 2017 through 2021, and 2.5% general salary increases, .5% minimum salary increases, and 0% merit pay increases for academic and fiscal year 2021-2022, and 2.5% general salary increases, .5% minimum salary increases, and 1% merit pay increases from academic and fiscal year 2022-2023;

WHEREAS, the resolution of other outstanding issues that were not yet tentatively agreed to in the prior rounds of negotiations is encompassed in the accompanying Term Sheet for Successor Contracts Effective February 10, 2019-June 30, 2020 and July 1, 2020-June 30, 2023 attached hereto as Exhibit A which sets forth the resolution of all outstanding issues including but, not limited to:

- Agreement to incorporate the tentatively agreed upon Articles and Appendices from the most recent negotiation process;
- Return to the provisions from the prior August 20, 2014 – June 30, 2017 labor contract in pertinent parts on retrenchment, workload, and merit pay;
- Providing the University the ability to furlough union faculty members one day per semester as a cost savings measure;
- An extension of the time for awarding a continuing appointment and promotion for non-tenure track faculty;
- A reduction in summer teaching pay for union faculty members ranging from 20% to 15% over the course of the two contracts;
- Establishment of a retirement incentive program;

WHEREAS, the approval of the Term Sheet for Successor Contracts will enable the Board to contribute to its need to reduce costs and build resources to enhance the financial sustainability of the University;

WHEREAS, the University presented the Term Sheet to the AAUP-WSU in discussions held on Sunday, February 10, 2019 to resolve outstanding issues with the union;

WHEREAS, the University and the AAUP-WSU agreed to accept the Term Sheet on February 10, 2019; and

WHEREAS, the University President and the Union President signed the Term Sheet for Successor Contracts on February 10, 2019 with the intent to present it to the Board of Trustees for approval;

NOW THEREFORE,

BE IT RESOLVED, that the Wright State University Board of Trustees approves the Term Sheet for Successor Contracts attached hereto as Exhibit A effective immediately upon the affirmative vote of the Board of Trustees on this Resolution.

I offer this Motion:

Is there a Second:

Roll Call Vote: