

# 2019 Higher Ed Bargaining Fact Sheet

## Know the facts. Fight back. Win.

### Fact #1

Yes, they can afford to do better. After years of cuts and reduced funding, in 2019, the Oregon Legislature increased funding to the Public University Support Fund by \$100 million to a record \$837 Million, 13.7% higher than the present 2017-2019 biennium. If we got the exact same contract that State employees got, it would only cost \$41 million.

### Fact #2

Their proposal stinks. Management is proposing meaningless raises that are far below inflation (0.5% in each year of the contract) and a ½ step freeze for both years of the contract. No other public employees are being asked to take step freezes in Oregon. The economy is strong. State funding is strong. Management can afford to do better.

### Fact #3

There's room to chop from the top. 4 coaches have a base salary of \$1 million or more, dozens of administrators make over \$500,000, and almost 200 people make over \$200,000 a year. Presidents of Oregon's largest public universities are paid more than \$600,000 a year, more than six times as much as Oregon's governor.

Oregon public universities report 5.43 workers per supervisor. By way of comparison, Oregon's state agencies averaged 9.84 workers per supervisor in December 2017. Lower ratios are a sign of administrative bloat and indicate opportunities to save costs by cutting overhead.

### Fact #4

Oregon students are also being squeezed. Proposed tuition increases are: OIT 5.7%, SOU 9.9%, U of O 7.1%, and 5% or lower at OSU, PSU, EOU, and WOU. Source: Higher Education Coordinating Commission. Universities favor out-of-state students because they pay higher tuition.

## SEIU Local 503



The way universities pay people isn't fair. Over 5,000 people represented by SEIU work at Oregon's public universities. Sixty percent were paid less than \$40,000 per year; 27% made less than \$25,000 per year; The average is \$36,136 per year. 1,485 university workers earned less than \$2,177 per month in 2018, the income threshold for SNAP eligibility for a household of three.

Dozens of administrators make over \$500,000, and almost 200 people make over \$200,000 a year.

All Employees							
University	N	Over \$1M	Over \$400k	Over \$200K	Over \$100k	Under \$40k	Under \$25k
OIT	487	-	-	2	66	131	54
OSU	7,964	1	41	243	1,161	933	155
PSU	3,737	-	1	48	646	1,369	911
SOU	555	-	-	1	28	141	15
UO	6,270	4	28	115	767	2,385	1,329
EOU	358	-	-	1	24	87	-
WOU	927	-	-	1	30	440	263
Grand Total	20,298	5	70	411	2,722	5,486	2,727

Coaches							
University	N	Over \$1M	Over \$400k	Over \$200K	Over \$100k	Under \$40k	Under \$25k
OIT	9	-	-	-	-	1	1
OSU	63	1	7	18	29	3	-
PSU	30	-	-	-	3	7	-
SOU	13	-	-	-	-	1	1
UO	59	3	9	21	38	3	1
EOU	18	-	-	-	1	1	-
WOU	31	-	-	-	1	17	8
Grand Total	223	4	16	39	72	33	11

Administrators							
University	N	Over \$1M	Over \$400k	Over \$200K	Over \$100k	Under \$40k	Under \$25k
OIT	76	-	-	2	14	13	10
OSU	946	-	27	126	339	13	1
PSU	485	-	1	13	143	16	2
SOU	93	-	-	1	21	2	-
UO	657	1	18	55	275	7	-
EOU	63	-	-	1	18	2	-
WOU	94	-	-	1	20	10	1
Grand Total	2,414	1	46	199	830	63	14

Faculty							
University	N	Over \$1M	Over \$400k	Over \$200K	Over \$100k	Under \$40k	Under \$25k
OIT	188	-	-	-	49	10	4
OSU	3,346	-	7	92	705	110	-
PSU	1,733	-	-	33	468	755	619
SOU	159	-	-	-	5	4	-
UO	2,123	-	1	37	408	508	324
EOU	106	-	-	-	3	8	-
WOU	462	-	-	-	4	241	227
Grand Total	8,117	-	8	162	1,642	1,636	1,174

All Other							
University	N	Over \$1M	Over \$400k	Over \$200K	Over \$100k	Under \$40k	Under \$25k
Classified	5,777	-	-	-	40	3,240	1,290
OIT	144	-	-	-	3	79	21
OSU	1,648	-	-	-	22	753	154
PSU	838	-	-	-	4	323	93
SOU	198	-	-	-	-	111	10
UO	2,582	-	-	-	6	1,787	991
EOU	122	-	-	-	1	58	-
WOU	245	-	-	-	4	129	21
Unclassified	3,767	-	-	11	138	514	238
OIT	70	-	-	-	-	28	18
OSU	1,961	-	-	7	66	54	-
PSU	651	-	-	2	28	268	197
SOU	92	-	-	-	2	23	4
UO	849	-	-	2	40	80	13
EOU	49	-	-	-	1	18	-
WOU	95	-	-	-	1	43	6
Grand Total	9,544	-	-	11	178	3,754	1,528