



FAMCO SEALS THE DEAL!

Here are the Highlights

In our work to protect & promote *stability, accountability and professional autonomy*, we have successfully tentatively agreed to:

- Increased salary floors for all ranks for all three years to better attract and retain a diverse and retain a high-quality and diverse faculty;
- For the first time ever in MU history, a path to tenure for non-tenure track faculty who have served in their NTT faculty position at MU for 5 consecutive years.

In our work to protect & promote *equity and fairness*, we have successfully tentatively agreed to:

- Strengthen both parties' contractual commitments to shared values in ensuring a non-hostile, non-toxic workplace;
- Re-establish a comprehensive formal labor-management committee that includes a plank to promote equity and diversity in faculty hiring and promotion;
- Provide greater equity for the unique working conditions pertaining to our 10 and 12-month clinical faculty;
- Include, in effect, and for the first time in MU history, a progressive salary structure that takes steps to close internal and unfair gaps in salary by discipline and gender.

In our work to protect & promote *professional respect and livelihoods with dignity* for all our members, we have tentatively agreed to:

- Apply a retroactive minimum 3% increase to all base salaries effective July 1, 2024; providing average increases in annual compensation that beat the last contract;
- Continue all current healthcare plans AND hold all employee contribution shares at current proportions; Contain monthly healthcare costs at a 5% increase per year.

Equally important, taken together, these tentative changes not only mean real material gains in the lives of our members as a result of our SEAL the DEAL campaign, but our efforts also resulted in:

- A palpable renewed sense of community;
- A notable expansion of FAMCO capacity to exercise faculty power;
- A watershed demonstration to members that **when we fight, we can win.**