

ARTICLE 33 - WAGES

Section 1. The University shall increase compensation for ASEs over the life of the agreement as follows:

A. Effective July 1, 2018:

1. The base rate shall be increased by 2%.
2. All ASE variable rates shall be increased by 2%, or the percentage needed to match the corresponding 2018/19 salaried non-variable rate, or the departmental increase, whichever is greater.
3. All ASE hourly rates shall be increased by 2%.

B. Effective July 1, 2019:

1. The base rate shall be increased by 2%.
2. All ASE variable rates shall be increased by 2%, or the percentage needed to match the corresponding 2019/20 salaried non-variable rate, or the departmental increase, whichever is greater.
3. All ASE hourly rates shall be increased by 2%.

C. Effective July 1, 2020:

1. The base rate shall be increased by 2%.
2. All ASE variable rates shall be increased by 2%, or the percentage needed to match the corresponding 2020/21 salaried non-variable rate, or the departmental increase, whichever is greater.
3. All ASE hourly rates shall be increased by 2%.

In the event the Washington State Legislature invalidates a provision of this section, the parties will meet and negotiate over the invalidated provision, pursuant to RCW 41.56.

Section 2. ASEs shall be eligible to receive automatic pay increases in accordance with Article 15 (Job Titles and Classifications). Any such increases shall be in addition to the wage increases described above.

Section 3. The University will continue its existing practice with regard to Summer Quarter stipends, except that stipends for TA's hired for two (2) months during the summer will be 20% higher than during other quarters of the Academic Year.

Section 4. ASEs shall continue to have access to the University of Washington's Section 403b Voluntary Investment Program.