

ARTICLE 32 - WAGES (This proposal is part of a package with the Union's proposals on Article 5: Child Care of April 11, 2018, Article 16: Leaves of March 9, 2018; Article 12: Insurance Programs of April 16, 2018; Article 32: Wages of April 16, 2018; and Article 7: Fee and Tuition Waiver of April 16, 2018. If the UW does not accept the package in its entirety, the Union's proposals revert back to Article 5: Child Care of April 11, 2018; Article 16: Leaves of March 9, 2018; Article 12: Insurance Programs of March 9, 2018; Article 32: Wages of March 9, 2018; and Article 7: Fee and Tuition Waiver of March 9, 2018)

The costs of implementing any part of the CBA between UAW and UW shall be borne by the Central Administration, not departments.

Section 1. ~~The parties agree that overall ASE compensation at UW should remain competitive with the Global Challenge States (GCS).~~¹ The University shall increase compensation for ASEs over the life of the agreement as follows:

A. ~~The parties will select a mutually agreed upon third party to assemble data about gross base wages for ASEs at peer institutions in the GCS. The parties shall jointly survey ASEs by June 1, 2018 to determine the average rent paid.~~

~~1. This data will be used to calculate the gap between UW and the median of the GCS. Both parties will add input and commentary to the data collection process.~~

~~2. In calculating the gap between UW and the median of the GCS the parties will compare gross base wages for half-time (or equivalent) graduate Academic Student Employee positions paid at the minimum base rate.~~²

~~3. The calculation of the gap will be adjusted annually and will factor any changes made to gross base wages by any institution in the GCS.~~

B. Effective July 1, 2018~~5~~:

1. The base rate shall be increased at least by the percentage necessary to ensure that no 50% ASE is "rent-burdened," which is defined as paying over 30% of the take-home pay in rent if their rent were equal to the average ASE rent calculated on June 1 of that year. at least by the percentage equaling the adjusted gap between UW and the GCS median or 4%, whichever is greater.

¹ The peer institutions in the Global Challenge States are Rutgers University; the University of California—Davis; University of California—Irvine; University of California—Los Angeles; the University of California—San Diego; the University of Colorado—Boulder; the University of Connecticut; the University of Maryland—College Park; the University of Massachusetts—Amherst; and the University of Virginia.

² UW job codes 0817, 0847 and 0857 under the Regular Salary Schedule 50

2. All ASE variable rates shall be increased by ~~4~~2%, or the percentage needed to match the corresponding 2018/~~195/16~~ salaried non-variable rate, or the departmental increase, whichever is greater.

3. All ASE hourly rates shall be increased at least by the percentage so that no hourly ASE working 20 hours per week is "rent-burdened." ~~by 2%.~~

~~4. This provision shall continue in full force and effect after the expiration date of the Agreement. Any dispute concerning this provision shall be subject to the grievance and arbitration provision of the Agreement.~~

C. Effective July 1, 20196:

1. The base rate shall be increased at least by the percentage equaling the increase in the CPI-U for the Seattle area for the most recent 12 months available from the BLS prior to the effective date of the increase ~~adjusted gap between UW and the GCS median~~ or 4 2%, whichever is greater.

2. All ASE variable rates shall be increased by ~~4~~2%, or the percentage needed to match the corresponding 2019/~~206/17~~ salaried non-variable rate, or the departmental increase, whichever is greater.

3. All ASE hourly rates shall be increased by ~~2%~~ at least by the percentage equaling the increase in the CPI-U for the Seattle area for the most recent 12 months available from the BLS prior to the effective date of the increase .

D. Effective July 1, 202017:

1. The base rate shall be increased at least by the percentage equaling the increase in the CPI-U for the Seattle area for the most recent 12 months available from the BLS prior to the effective date of the increase ~~adjusted gap between UW and the GCS median~~ or 4 2%, whichever is greater.

2. All ASE variable rates shall be increased by ~~4~~2%, or the percentage needed to match the corresponding 2017/18 salaried non-variable rate, or the departmental increase, whichever is greater.

3. All ASE hourly rates shall be increased by ~~2%~~ at least by the percentage equaling the increase in the CPI-U for the Seattle area for the most recent 12 months available from the BLS prior to the effective date of the increase .

~~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. AEs shall be eligible to receive automatic pay increases in accordance with Article 14 (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. AEs shall continue to have access to the University of Washington's Section 403b Voluntary Investment Program.