

## Article 32 – Wages

**Section 1.** ~~The parties agree that overall ASE compensation at UW should remain competitive with the Global Challenge States (GCS).~~<sup>[1]</sup> 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.~~

~~0. 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.~~

~~0. 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.~~<sup>[2]</sup>

~~0. 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.~~

~~E.A.~~ Effective July 1, 2015~~8~~:

1. The base rate shall not be increased ~~at least by the percentage equaling the adjusted gap between UW and the GCS median or 4%, whichever is greater.~~

2. All ASE variable rates shall be increased by 02%, ~~or the percentage needed to match the corresponding 2015/16 salaried non-variable rate, or the departmental increase, whichever is greater.~~

3. All ASE hourly rates shall be increased by 02%.

~~0. 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.~~

~~G.B.~~ Effective July 1, 201~~9~~6:

1. The base rate shall be increased ~~at least by the percentage equaling the adjusted gap between UW and the GCS median or 21%, whichever is greater.~~

2. All ASE variable rates shall be increased by 12%, ~~or the percentage needed to match the corresponding 2016/17 salaried non-variable rate, or the departmental increase, whichever is greater.~~

3. All ASE hourly rates shall be increased by 12%.

~~H.C.~~ Effective July 1, 20~~17~~17:

1. The base rate shall be increased ~~at least by the percentage equaling the adjusted gap between UW and the GCS median or 21%, whichever is greater.~~

2. All ASE variable rates shall be increased by 12%, ~~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 12%.

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

---

<sup>(1)</sup> ~~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.~~

<sup>(2)</sup> ~~UW job codes 0817, 0847 and 0857 under the Regular Salary Schedule.~~