

Article 33 – Wages

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

- A. Effective July 1, 2024:
 - 1. The base rate shall be increased by a market adjustment of:
 - a. Premaster base 12%
 - b. Intermediate 9.5%
 - c. Candidate 7%
 - 2. ASE variable rates shall be increased by a minimum of 3%, or the percentage needed to match the corresponding 2024/2025 salaried non-variable rate, whichever is greater.
 - 3. The minimum ASE hourly rates shall be increased by a market adjustment of 8%.
- B. Effective July 1, 2025:
 - 1. The base rate shall be increased by a market adjustment of 10%.
 - 2. ASE variable rates shall be increased by a minimum of 2%, or the percentage needed to match the corresponding 2025/2026 salaried non-variable rate, whichever is greater.
 - 3. The minimum ASE hourly rates shall be increased by a market adjustment of 5%.
- C. Effective July 1, 2026:
 - 1. The base rate shall be increased by a market adjustment of 10%.
 - 2. ASE variable rates shall be increased by a minimum of 2%, or the percentage needed to match the corresponding 2026/2027 salaried non-variable rate, whichever is greater.
 - 3. The minimum ASE hourly rates shall be increased by a market adjustment of 5%.

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 Profiles 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 TAs 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.