**WAWU’S “WHAT IF” PROPOSAL RE WAGES**

**PRESENTED IN A PACKAGE**

**5/17/24**

The Union reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

# Article 23 - Wages

* 1. **Minimum Rates of Pay.** 
     1. All undergraduate hourly ESE positions are assigned by the University to level 1, 2 or 3 based on duties, responsibilities and experience required for the position (Table 4). The minimum hourly rates for positions in each of the three levels, and the changes to those rates during the term of this Agreement, are set forth in Tables 1 and2.. Nothing in this Agreement limits the University’s ability to pay an hourly ESE at a rate greater than the minimums below. Undergraduate hourly ESE positions include the following job classifications: Computer Assistant (in the Student Technology Center), Faculty Assistant, Laboratory Assistant, Library Assistant, Peer Advisor, Research Assistant, Tutor. Graduate students may accept employment in an undergraduate hourly position, subject to the hourly rates in Tables 1 and2.

**Table 1:** Minimum Undergraduate Hourly Rates Effective July 1, 2024, or the start of the first payroll period that begins at least sixty (60) days after the full ratification of this Agreement, whichever is later:

| Job Level | Minimum Hourly Rate |
| --- | --- |
| 1 | $20.28 |
| 2 | $21.78 |
| 3 | $23.28 |

**Table 2:** Minimum Undergraduate Hourly Rates Effective July 1, 2025:

| Job Level | Minimum Hourly Rate |
| --- | --- |
| 1 | $21.28 |
| 2 | $22.78 |
| 3 | $24.28 |



* + 1. The minimum monthly salary for graduate ESE positions at 0.50 FTE, and changes to the minimum salary during the term of this Agreement, are set forth below. Salaries will be prorated for graduate ESEs working different FTEs. Graduate ESEs may also be paid on an hourly basis, either in a Graduate Teaching Assistant or Research Assistant position (See Table 3 for minimum hourly rates) or in a position identified in Section 23.1.1 (See Tables 1 and2 for minimum hourly rates). Nothing in this Agreement limits the University’s ability to pay a Graduate ESE at a rate greater than the minimums below.

**Table 3:** Minimum Graduate Salaries/Hourly Rates for Graduate Teaching Assistants and Research Assistants:

| Effective Date | Monthly Amount |  |
| --- | --- | --- |
| 9/16/24 | $2100 |  |
| 9/16/25 | $2300 |  |
|  |  |  |

23.1.3 Effective according to the dates outlined in Tables 1 and 3, any ESE whose pay is not increased by at least five percent (5%) as a result of the adjustment to the rate in Tables 1 or 3 will receive an adjustment equaling a five (5) percent pay increase.

* 1. **Job Levels.** Job levels for ESEs are described in Table 5.ESEs who move to a higher-level position in the same job classification will receive an increase of at least five percent (5%). ESEs may be appointed to a higher job level and pay at the discretion of the Department or Hiring Unit. In making promotion decisions, Departments and Hiring Units are encouraged to take an ESE’s job experience, performance, and time worked into account.

Table 4: ESE Job Levels

| Job Level | Description |
| --- | --- |
| 1 | Duties are basic or semi-routine. Works under direct supervision. Job requires little decision making. |
| 2 | Duties may be moderately complex. Works under general supervision. Duties may involve some responsibility and use of judgment. |
| 3 | Duties are complex. Works under minimal supervision. May be responsible for leading or directing the activities of other student employees. Duties include a heightened level of responsibility and judgment. |
| Graduate | Departmental Graduate Research/Teaching Assistant:  This position has responsibilities comparable to a salaried graduate research or teaching assistant.  Student Affairs Graduate Assistant:  Under minimal supervision, serves as an entry-level advisor in the Division of Student Affairs/Academic Support Services. Provides information and advice based on in-depth knowledge and an ability to exercise professional judgment. Duties may include basic counseling and advising, events programming, evaluation of financial aid applications, and supervising other student staff members. This position requires an understanding of student development, academics, and the overall goals of the Student Affairs function. |