

ARTICLE XX

COMPENSATION

Section 1. Minimum Wages for Salaried GSWs

Effective upon the ratification of this agreement salaried graduate student workers (GSW) with twelve (12) month appointments shall be paid a minimum salary of **\$60,000**. Salaried GSWs with appointments other than twelve (12) months shall be prorated. Stipends above the minimum may be set at any level, at the discretion of the Administration. Minimum stipends shall apply to all GSWs, regardless of funding source. Where a GSW has a dual appointment, the stipend awarded shall be the higher of the two awards.

Additionally, salaried PhD GSWs will receive a salary increase of \$5,000 immediately upon reaching each of the following milestones: 1) completion of coursework, and 2) PhD candidacy. The parties agree that it is the intent of this section that all GSWs, regardless of departmental structure, will receive both milestone increases upon reaching PhD candidacy.

Section 2. Minimum Wages for Hourly GSWs

Effective upon the ratification of this agreement hourly GSWs shall be paid a minimum hourly rate of **\$57.69**.

Section 3. Additional Wages Increases

Effective upon the ratification of this agreement, if a GSW has the following titles or responsibilities, they are entitled to the following wage increases.

- a. Instructor of Record: an additional \$3,000 per semester per appointment.
- b. Head Teaching or Research Assistant: hourly wages will increase to \$66.57 per hour per semester per appointment.

Section 4. Annual Wage Increases for Salaried and Hourly GSWs

Effective **September 1st** of each year of this Agreement, there shall be a 5% wage increase to the above; or an increase by the 12-month percentage change in the CPI-W in the prior calendar year, whichever is larger. If a GSW's hourly wage is above the minimum rate, they shall receive the same annual percentage increase to their wages. "CPI-W" is the Revised CPI-W published by the U.S. Department of Labor, Bureau of Labor Statistics and will include revisions made to that index in the future.

Section 5. Guaranteed Funding

All salaried PhD GSWs shall be guaranteed a minimum of six (6) years of funding. Any GSW who secures additional funding beyond six (6) years shall be able to continue as a GSW, with full benefits, for the duration of their additional funding. No GSW shall be denied the ability to secure additional funding beyond the guaranteed funding outlined above. If a GSW secures funding to

match their SGA funding during the first six (6) years of employment, such funding shall be applied as additional time and not count toward the guaranteed six (6) years.

Section 6. Retroactivity

Upon ratification of this agreement all increases outlined above shall be retroactively paid to GSWs from September 21, 2023.