

WSU presents the following issues as a package proposal.

Language Issues

- Adopt WSU's proposal of 6/6/2023 re No Strike No Lockout
- Adopt WSU's proposal of 11/29/2023 re Sexual Harassment Prevention Training (EPIC)
- Adopt WSU's proposal of 3/27/2023 re Title IX
- Adopt WSU's proposal of 12/11/2023 re Job Titles
- Adopt WSU's proposal of 12/11/2023 re Professional Development and Career Counseling
- Adopt WSU's proposal of 10/31/2023 re Union Report with the understanding the parties will meet within 30 days of ratification to review and clarify request titles and Workday field titles and modify any field names necessary to provide the Union with the information requested
- Adopt WSU's proposal of 12/11/2023 re Anti-Discrimination and Harassment
- Adopt the following language re Term of Agreement:

Article - Term of Agreement

___**.1** The term of this Agreement begin on [the date it is fully ratified?] and run through _____; provided that if this Agreement expires while negotiations between the parties are underway for a successor agreement, the terms and conditions of this Agreement will remain in effect until the earlier of the date a successor agreement becomes effective or midnight [one year following term date above].

Economics

- Wages:
 - **Year One:** Effective the first full monthly pay period occurring no more than ninety (90) calendar days from ratification, the University shall implement the following wage adjustments
 - Increase all existing salary ranges applicable to ASE Assistantship positions by 5% and eliminate all ranges with amounts less than \$2,099.50 per month (Ranges 1-48). With this employees receive the greater of, a minimum monthly wage of \$2,099.50 or 5% (prorated for other FTE).
 - ASEs on Assistantship who, are at a range lower than the minimum range associated with their assigned campus/research and extension center will move to the applicable minimum range below for a 50% appointment and prorated for other FTE:
 - Pullman (Step 49) 2099.50
 - Spokane, Prosser, Tri-Cities, Wenatchee (Step 61) 2365.00
 - Mt. Vernon, Puyallup (Step 63) 2413.00
 - Vancouver/Everett (Step 69) 2561.00
 - Effective August 16, 2024 ASES Educational levels
 - Admitted to Masters
 - Admitted to Doctoral 6%
 - Doctoral Candidate 5%

WSU'S PACKAGE PROPOSAL RE REMAINING ISSUES

December 11, 2023 4:00 pm

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	<u>Experience Categories and Salary Steps (50% FTE Monthly Rates)</u>					
	<u>Admitted to Masters Program</u>		<u>Admitted to Doctoral Program (Nearest step for Master's Program at location + 6%)</u>		<u>Doctoral Candidate (Nearest step for Admitted to Doctoral Program at location + 5%)</u>	
<u>Pullman</u>	<u>49</u>	<u>2099.5</u>	<u>55</u>	<u>2227</u>	<u>60</u>	<u>2342.5</u>
<u>Spokane, Prosser, Tri-Cities</u>	<u>61</u>	<u>2365</u>	<u>67</u>	<u>2512</u>	<u>72</u>	<u>2640</u>
<u>Wenatchee</u>	<u>61</u>	<u>2365</u>	<u>67</u>	<u>2512</u>	<u>72</u>	<u>2640</u>
<u>Mt. Vernon</u>	<u>63</u>	<u>2413</u>	<u>69</u>	<u>2561</u>	<u>74</u>	<u>2691</u>
<u>Puyallup</u>	<u>63</u>	<u>2413</u>	<u>69</u>	<u>2561</u>	<u>74</u>	<u>2691</u>
<u>Vancouver</u>	<u>69</u>	<u>2561</u>	<u>75</u>	<u>2719</u>	<u>80</u>	<u>2858</u>
<u>Everett</u>	<u>69</u>	<u>2561</u>	<u>75</u>	<u>2719</u>	<u>80</u>	<u>2858</u>

- **Hourly:** Immediately upon ratification, the University will begin the process of creating the agreed upon hourly classifications. The Union and University will meet to identify those employees currently performing bargaining unit work.
 - Once the classifications are created, those individuals will be reclassified in to the agreed upon represented classifications.
 - The hourly rate ranges for the newly created classifications will run from \$16.53 to \$39.50 per hour. (This increases the minimum rate by 5 % from existing rates.)
- o **Year Two:** August 16, 2025 – Increase all assistantship salary ranges and all hourly rate ranges by 2%.
- Fee and Tuition Waivers – adopt the following:

Article - Fees and Tuition Waivers

ASEs with 50% appointments will receive a waiver for the operating fee, non-resident tuition (if applicable) and any technology fee the University may adopt. ASE's will remain responsible for all other establish fees.

- Adopt WSU's proposal of 10/31/2023 on Summer Session
- Adopt WSU's proposal of 7/20/2023 re Vacation
- Adopt WSU's proposal of 11/16/2023 re Holidays
- Adopt WSU's proposal of 11/16/2023 re Leaves with a correction to 28.11.2 to be in line with WSU's Holiday proposal of 11/16/23
- Adopt WSU's proposal of 8/23/2023 re Parking and Transit

- Adopt WSU's proposal of 11/16/2023 re Child and Dependent Care
- Adopt WSU's proposal of 12/11/2023 re Workload
- Adopt WSU's proposal of 10/03/2023 re Layoffs

Health Insurance

- Adopt WSU's proposal of December 11, 2023 maintaining current [ASE insurance eligibility and University contribution level](#). The University and the Union will meet upon receipt of Health Insurance bids to discuss available plans.

This proposal is intended to resolve negotiations for a 2024-2026 contract. To the extent not addressed by this package or other TAs, any remaining proposals will be withdrawn by the party proposing them.

Implementation

For Contract provisions that require modification to current processes and system implementation WSU and the Union agree to meet within one month of ratification, where not otherwise specified to discuss implementation timeframes. These items include but are not limited to:

- Revised hiring processes, offer letters, job descriptions
- Classification titles
- Job postings
- Website updates
- Contract Training
- New Employee Orientation