

Article 34: Wages

This proposal is part of a “what if” comprehensive package proposal for a CBA running through August 15, 2026.

34.1. Minimum Rates

Assistantship Salary Tables

Effective April 1, 2024, the minimum salary step applicable to ASE assistantship positions shall be increased as follows:

Proposed Step and Monthly Salary at 50% FTE for:		
Location	Step	Salary
<u>Pullman</u>	59	2,318.50
<u>Spokane, Prosser, Tri-Cities</u>	66	2,485.50
<u>Wenatchee</u>	66	2,485.50
<u>Mt. Vernon</u>	73	2,664.50
<u>Puyallup</u>	73	2,664.50
<u>Vancouver</u>	84	2,974.00

Effective August 16, 2024, the minimum salary step applicable to ASE assistantship positions shall be increased as follows:

Effective August 16, 2024						
	Admitted to Master's Program		Admitted to Doctoral Program (Nearest step for Master's Program at location + 5%)		Doctoral Candidate (Nearest step for Admitted to Doctoral Program at location + 5%)	
Location	Step	Salary	Step	Salary	Step	Salary
<u>Pullman</u>	59	2,318.50	64	2,437.00	69	2,561.00
<u>Spokane, Prosser, Tri-Cities</u>	66	2,485.50	71	2,612.00	76	2,747.50
<u>Wenatchee</u>	66	2,485.50	71	2,612.00	76	2,747.50

<u>Mt. Vernon</u>	73	2,664.5 0	78	2,800.0 0	83	2,945.5 0
<u>Puyallup</u>	73	2,664.5 0	78	2,800.0 0	83	2,945.5 0
<u>Vancouver</u>	84	2,974.0 0	89	3,124.0 0	94	3,284.5 0

34.2 Standard Qualification Levels

34.2.1 For each step an ASE moves up in the experience categories identified in XXX, there will be a 5% increase in salary.

34.2.2 ASEs who meet the standard qualifications described above and who are assigned to teach their own courses shall be paid at the candidate rate.

34.2.3 ASEs shall be appointed to the highest pay classifications for which they are eligible based on job duties, degree standing and experience. ASEs may be appointed to a higher pay classification at the discretion of the Department or Hiring Unit. The salary ranges for each experience category used by each Department or Hiring Unit shall be posted centrally on a University website and updated annually. In making promotional decisions, Departments and Hiring Units are encouraged to take an ASE's job experience and performance into account as well as degree standing.

a.

34.4 Nothing in this Agreement is intended to limit the University's right to provide compensation above the minimums in Table 1, ~~and~~ Table 2 and Table 3.

34.5 Yearly Wage Increases

34.5.1 Effective April 1, 2024,, any ASE whose pay is not increased by 56% as a result of the adjustment to the minimums in Table 1, ~~and Table 2~~ and Table 3 shall receive an adjustment equalling a 5 6% pay increase. ~~the University shall move all ASEs to the wage rates in Table 1 or increase their wage rate by 25%, whichever results in the greater increase.~~

34.5.2 Effective April ~~August~~ 16, 2024 ~~September 1~~ and on April 1 of each subsequent year of this agreement;

- a. The minimums applicable to salaried and hourly shall be increased by 468%
- b. Any ASE whose pay is not increased by 468% as a result of the adjustment to the minimums in Table 1, ~~and~~ Table 2 and Table 3 shall receive an adjustment equalling a 468% pay increase

34.6 The parties recognize that certain funding agencies do not allow tuition to be charged to the agency grant or contract. In such cases, the University may compensate the ASE at a pay rate equal to the appropriate salary level plus the operating fee portion of tuition. The ASE will be responsible for payment of tuition to the University.