

**WAWU'S PROPOSAL RE WAGES**  
**3/11/24**

*[WWU's Wage proposal is premised on a contract term running from the date of agreement to December 31, 2026.]*

## Article xx - Wages

**23.1 Minimum Rates of Pay.**

**23.1.1** 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. Effective June 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: the minimum hourly rates for positions in each of the three levels are set forth in Table 1. Nothing in this Agreement limits the University's ability to pay an hourly ESE at a rate greater than the minimums below.

Table 1: Minimum Undergraduate Hourly Rates

Job Level	Minimum Hourly Rate
1	\$17.28
2	\$19.00
3	\$20.91

**xx.1.2** Effective September 16, 2024, the minimum monthly salary for graduate ESE positions at 0.50 FTE will be \$1870. Salaries will be prorated for graduate ESEs working different FTEs. Graduate ESEs may also be paid on an hourly basis. Effective September 16, 2024, the minimum hourly rate for graduate ESEs will be \$21.58.

**23.2 Yearly Wage and Stipend Increases.** The base rates described in section 1 will be increased during the term of this agreement as follows:

**23.2.1** Effective May 1, 2025, and May 1, 2026, the minimum undergraduate hourly rate for Level 1 will be increased to the City of Bellingham minimum wage. The minimum hourly rate for Level 2 will be ten percent (10%) higher than the Level 1

minimum hourly rate, and the minimum hourly rate for Level 3 will be ten percent (10%) higher than the Level 2 hourly rate.

Effective September 16, 2025, and September 16, 2026, the minimum monthly salary paid to graduate ESEs employed on a salary basis will increased by 3%.

**23.3 Change in Job Levels.** ESEs who move to a higher-level position in the same job classification will receive an increase of at least five percent (5%).

**23.3.1**

**23.3.2**