

**Article 34: Wages**

**34.1. Minimum Rates**

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

~~Effective September 1, 2023, ASE's shall be placed on the pay scale described in Table 1:~~

Table 1:

	<u>Wages Step</u>	<u>50% FTE Monthly Rate</u>
<u>Pullman</u>	59	2,318.5
<u>Spokane, Prosser, Tri-Cities</u>	66	2,485.5
<u>Wenatchee</u>	66	2,485.5
<u>Mt. Vernon</u>	73	2,664.5
<u>Puyallup</u>	73	2,664.5
<u>Vancouver</u>	84	2,974.0

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

Table 2:

	<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 + 56.5%)</u>		<u>Doctoral Candidate (Nearest step for Admitted to Doctoral Program at location + 56.5%)</u>	
<u>Pullman</u>	59	2,318.5	64	2,437.0	69	2,561.0
<u>Spokane, Prosser, Tri-Cities</u>	66	2,485.5	71	2,612.0	76	2,747.5

<u>Wenatchee</u>	66	2,485.5	71	2,612.0	76	2,747.5
<u>Mt. Vernon</u>	73	2,664.5	78	2,800.0	82	2,914.5
<u>Puyallup</u>	73	2,664.5	78	2,800.0	82	2,914.5
<u>Vancouver</u>	84	2,974.0	89	3,124.0	94	3,284.5

	Pre-bachelor		Pre-master		Postmaster or equivalent		Candidate	
Location	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly
<u>Pullman</u>	\$2,498	\$33	\$2,700	\$36	\$2,903	\$38	\$3,120	\$41
<u>Spokane</u>	\$2,548	\$34	\$2,755	\$36	\$2,962	\$39	\$3,184	\$42
<u>Prosser</u>	\$2,548	\$34	\$2,755	\$36	\$2,962	\$39	\$3,184	\$42
<u>Tri-Cities</u>	\$2,548	\$34	\$2,755	\$36	\$2,962	\$39	\$3,184	\$42
<u>Wenatchee</u>	\$2,598	\$34	\$2,809	\$37	\$3,020	\$40	\$3,246	\$43
<u>Mt Vernon</u>	\$2,734	\$36	\$2,956	\$39	\$3,178	\$42	\$3,416	\$45
<u>Puyallup</u>	\$2,948	\$39	\$3,187	\$42	\$3,426	\$45	\$3,683	\$49
<u>Vancouver</u>	\$3,358	\$44	\$3,630	\$48	\$3,902	\$52	\$4,195	\$56

Effective January 1, 2024 ~~October 1, 2023~~, the minimum hourly rate applicable to ASE positions shall be increased as follows:

Table 3: Hourly

	<u>Hourly Minimum</u>
<u>Pullman</u>	\$20.50
<u>Spokane, Prosser, Tri-Cities</u>	\$20.50+2%

<u>Wenatchee</u>	<u>\$20.50+4%</u>
<u>Mt. Vernon</u>	<u>\$20.50+7%</u>
<u>Puyallup</u>	<u>\$20.50+14%</u>
<u>Vancouver</u>	<u>\$20.50+26%</u>

**34.2 Standard Qualification Levels**

**34.2.1** For each step an ASE moves up in the experience categories identified in Table 2+, there will be a ~~56.5%~~ 7.5% 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.

**~~34.3 Variable Rates~~**

~~**34.3.1** Variable rates are those established at or above the salaries described in Table 1. Nothing in this Agreement is intended to limit the University’s right to add new variable rates in all pay classifications or to increase existing variable rates.~~

~~**34.3.2** If a variable rate is established, the same 7.5% increase between standard qualification steps shall apply.~~

**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~~~~January~~~~October~~ September 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, 2025~~ September 1 and **on April 1** of each subsequent year of this agreement;

- a. The minimums applicable to salaried and hourly ASEs (Table 1, ~~and~~ Table 2 and Table 3) 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
- ~~a. The base rates in table 1 shall be increased by 12%~~
- ~~b. All ASE variable rates shall be increased by the same percentage as the base rate~~

**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.