

Article XX. Compensation

Section 1. General Provisions

The UAW-UW Research Scientist / Engineer A-4 and UAW-UW APL classifications with their respective salary ranges are provided in the Table 1 below. The class specifications for these jobs are considered in effect upon the execution of this contract. No employee may be hired below the salary range minimum.

Section 2. General Salary/Wage Minimum Adjustment

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Effective each January 1st, the salary/wage minimum salary in the Table below will be adjusted by the percentage change of the salary/wage threshold for overtime exempt workers in Washington state.

Section 3. Salary Setting Upon Promotion or Reclassification to a Job Class with a Higher Salary Range

Upon promotion or reclassification from one UAW-UW Research Scientist/Engineer A-4 position or UAW-UW APL to another UAW-UW Research Scientist/Engineer A-4 or UAW-UW APL position with a higher salary range, the affected employee shall receive a salary no less than the salary range minimum of the new job class and no higher than the salary range maximum.

Section 4. Salary Setting Upon Lateral Movement

Movement to a different UAW-UW Research Scientist/Engineer A-4 or UAW-UW APL position in the same salary grade range does not require or preclude a salary adjustment.

Section 5. Salary Setting Upon Movement to a Job Class with a Lower Salary Range

An employee who voluntarily moves or is reclassified to a UAW-UW Research Scientist/Engineer A-4 or UAW-UW APL job class with a lower salary range shall be paid a salary no less than the salary range minimum of the new job class and no higher than the salary range maximum of the new job class. The Employer will consider equity and years of service in salary placement.

Section 6. Pay Increases

- A. In-grade Salary Adjustments. The Employer, at its discretion, may approve in-grade salary increases for any employee in the bargaining unit at any time, for the following reasons: a change in level of duties and responsibilities, meritorious performance with increased level of functioning, , market competitiveness or retention, employment offer or active recruitment from outside of the University, or internal equity.
- B. Increases to Salary Ranges for Recruitment/Retention. The Employer may increase the salary range of UAW-UW Research Scientist/Engineer A-4 or UAW-UW APL job classes that are experiencing recruitment/retention problems, upon thirty (30) days' notice to the union and the opportunity for the union to bargain.

- C. Pay Exceeding Salary Range Maximum. The Employer may provide compensation to individual employees at rates above the maximum for their job class upon request by unit HR staff and approval by the UW HR Compensation Office.

Section 7. Pay for Teaching

In its sole discretion, the Employer may approve payment for teaching a for-credit course when the teaching is clearly in addition to the employee's regular bargaining unit duties. Teaching for-credit courses always requires a faculty appointment and should never be included as part of an employee's regular job duties. An employee who wishes to teach a for-credit course may do so, but only through a concurrent faculty appointment. Depending upon the duration and frequency of the teaching assignment, associated compensation will occur through Period Activity Pay or a shift of FTE from the employee's job classification to a separate and distinct faculty position.

In addition, teaching for-credit courses requires Academic Human Resources approval in advance.

Section 8. Excess Compensation for Exceptional Circumstances

Under exceptional circumstances overtime exempt positions may qualify for "excess compensation" or "additional compensation" as determined by the employer for work that is not part of a position's regular duties, and that is typically performed outside of the employee's regular department. Excess compensation may not exceed twenty-five percent (25%) of the employee's regular annual salary.

Section 9. Temporary Pay/Salary Increase

An employee who for ten (10) or more days is temporarily assigned additional duties may receive a temporary pay increase of at least five percent (5%) over their current salary. The temporarily assigned duties may be at the same level or at a higher level (i.e., duties belonging to a job classification in a higher salary range). The pay increase will be retroactive to the first day of working the additional duties.

Section 10. Administrative Supplement

An administrative supplement is a lump sum amount added monthly to an employee's gross monthly salary to recognize the assumption of higher-level administrative responsibilities. Only overtime exempt staff are eligible to receive administrative supplements.

Section XX Sea and Remote Research Pay:

In recognition of hardships imposed during the performance of duty in remote field locations, the Employer may provide Sea and Remote Research pay (SRR) during a research cruise or trip. SRR is only paid to employees in overtime exempt classifications when qualifying conditions are met as determined by the Employer. SRR may be offered in the form of additional pay, equivalent time off, or a combination of the two, upon mutual agreement.

Table 1. Research Scientist/Engineer Monthly and Annual Salary Minimums

