

**WSU'S PACKAGE PROPOSAL RE ECONOMICS
8/15/23**

[This package proposal addressing economic items associated with a CBA running through August 15, 2025. It includes items presented in conceptual form. WSU will provide proposed contract language if the concepts are accepted.]

Wages

- Effective October 1, 2023, or the start of the first pay period following full ratification of the agreement, whichever is later:
 - Increase all existing salary ranges applicable to ASE positions by 2.5% and eliminate all ranges with amounts less than \$1900 per month (Ranges 1-36).
 - ASEs who, as of the effective date of the agreement, are on Ranges 1-36 will move to new Range 37 (\$1910.09 per month).
 - Hourly rate ranges for the newly created classifications (Reader, Grader, Tutor, Teaching Assistant – Undergraduate, Research Assistant – Undergraduate) will run from \$16.13 to \$39.50 per hour. (This increases the minimum rate by 2.5% from existing rates.)
- August 16, 2024 – Increase all salary ranges and all hourly rate ranges by 2.5%.

Fee and Tuition Waivers

- Adopt WSU's proposal of 8/15/23 re Fee and Tuition Waivers.

Insurance

- Maintain current plan options and premium sharing through August 15, 2024.
- The parties will reopen the Insurance Article of the CBA effective November 1, 2023, to negotiate regarding any changes to insurance benefits and costs for the year beginning August 16, 2024.

Leaves

- Adopt WSU's proposal of 7/20/23 re Vacation.
- Adopt WSU's proposal of 7/20/23 re Holidays.

- Adopt WSU's proposal of 8/2/23 re Leaves.
- WSU rejects UAW's proposal of 7/12/23 re Shared Leave.

Additional Items

- WSU rejects UAW's proposal of 7/12/23 re Housing, which the University considers a permissive subject of bargaining. The University is willing to discuss options for bargaining unit representatives to participate in University work or discussion groups regarding housing, but believes that any such discussion must include other affected groups within the campus community.
- Adopt WSU's proposal of 8/15/23 re Child and Dependent Care

Value of 2023-2024 Economic Package or Salaried ASEs (9-mo./0.50 FTE)

- Salary: (at least) new Step 37 \$17,190.81 (\$1,910.09/month)
- Health Insurance: Estimated at \$2,524.00 (for 0.50 FTE appointments)
- Resident Tuition Waiver: Estimated at \$11,997.00 (\$5,998.50 per semester)
- Non-Resident Tuition Waiver (if applicable): Estimated at \$14,797.00 (\$7,398.50 per semester)
- Total = at least \$31,711.81 for residents and \$46,508.81 for non-residents