

ARTICLE 35
WAGES

35.1 ASSISTANTSHIP SALARY TABLES

35.1.1 Effective the first full monthly pay period occurring no more than ninety (90) calendar days from ratification, the University shall implement the following wage adjustments:

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

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

Effective August 16, 2024						
Location	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
Pullman	59	2,318.50	64	2,437.00	69	2,561.00
Spokane, Prosser, Tri-Cities, Wenatchee	66	2,485.50	71	2,612.00	76	2,747.50
Mt. Vernon, Puyallup	73	2,664.50	78	2,800.00	83	2,945.50
Vancouver/Everett	84	2,974.00	89	3,124.00	94	3,284.50

35.2 ASSISTANTSHIP STANDARD QUALIFICATION LEVELS

35.2.1 Effective August 16, 2024, ASEs are eligible to receive pay increases in accordance with table in 35.1.2. The increase takes effect on August 16, if qualification level is achieved in the spring or summer term, and on January 1, if achieved in the fall term.

35.2.2 ASEs shall be appointed to the highest pay minimum classifications for which they are eligible based on Table 35.1.1 and 35.1.2. 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.

35.3 HOURLY RATES

35.3.1 Immediately upon ratification, the University will begin the process of creating the student hourly classifications outlined in Article 9. The Union and University will meet to identify those employees currently performing student hourly bargaining unit work.

- a. Once the classifications are created, those employee positions will be reclassified into the agreed upon represented classifications.
- b. Hourly rate ranges for the newly created classifications (Teaching Assistant – Undergraduate, Research Assistant – Undergraduate) will run from \$17.09 to \$39.50 per hour with the following minimum rates.

Work Location	Wage Rate Minimum
Pullman	17.09
Spokane, Prosser, Tri-Cities, Wenatchee	17.60
Mt. Vernon, Puyallup	17.94
Vancouver/Everett	18.28

35.4 YEARLY WAGE INCREASES

35.4.1 Effective the first full monthly pay period occurring no more than ninety (90) calendar days from ratification, any ASE whose pay is not increased by five (5) percent as a result of the adjustment to the minimums in Table 35.1.1 will receive an adjustment equaling a five (5) percent pay increase.

35.4.2 Effective October 1, 2025 all salary ranges and hourly rates for ASEs will be increased by three (3) percent.

35.5 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.

- 35.6** Nothing in this Agreement is intended to limit the University's right to provide compensation above the minimums established in this Article.
- 35.7** In the event the Washington State Legislature invalidates a provision of this section, the parties will meet and negotiate over the invalidated provision, pursuant to RCW 41.56.