



## **QUESTIONS & ANSWERS**

### **General Wage Increase Academic Student Employees October 1, 2025**

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

#### **ELIGIBILITY**

1. Which ASEs are eligible to receive the general wage increase on October 1, 2025?
  - All ASEs covered by the WSU/UAW 2024-2026 collective bargaining agreement. See Article 35.4 Yearly Wage Increases
2. Will ASEs on grants and contracts receive the increase?
  - Yes. All represented ASEs will receive the increase through the updated salary ranges.
3. What if I have additional questions about eligibility?
  - Questions regarding employee eligibility may be directed to the Graduate School.

#### **IMPLEMENTATION OF INCREASES**

4. How will the ASE increase be implemented?
  - The increase will be processed centrally by HRS and Modernization. Employee compensation will reflect the increase in Workday no later than October 10, 2025, and the increase will be included in the October 25, 2025, paycheck.
5. How will employees be notified?
  - Employees may view their Compensation and Pay Change History on their Workday profile.
6. If the need for corrections is discovered after the general wage increase is processed, how should that be handled?
  - Departments should contact HRS Records for assistance.

#### **FUNDING**

7. How will funding for increases be allocated?
  - WSU requested but did not receive funding for the ASE Contract for the 2025-2027 biennium. Available funding has been allocated to units in the Adaptive Planning budgeting software during the initial budget phase of FY26.
8. What if I have other questions?
  - Questions regarding funding/budget may be directed to the Budget Office.