

This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

ARTICLE 18

SALARY

- 18.1 Salary schedules for employees shall be found in Appendix C and incorporated in this Agreement by reference. An employee shall be assigned a salary rate within the salary range of the appropriate classification. Teaching Associates and Graduate Assistants shall be assigned a monthly salary rate. Instructional Student Assistants shall be assigned an hourly salary rate. Appointment of an employee in the same or consecutive academic year(s) to the same classification in the same department or equivalent unit shall require the same or higher salary placement as in his/her previous appointment.

General Salary Increase

- 18.2 A General Salary Increase (GSI) is a negotiated percentage increase applied to the minimum and maximum rate on the salary schedule for all bargaining unit classifications and to the individual salary rates of all employees who are actively employed or in leave status on the effective date of the increase.
- 18.3 For fiscal year ~~2018/19-2021/22~~, the salary of each Teaching Associate employee shall be increased by ~~3%~~ 2% effective ~~July 1, 2018~~ July 1, 2021. **The minimum and maximum salary rates for Teaching Associate classifications shall be increased by ~~3%~~ effective July 1, 2018. by 14.3% 17.8% effective January 1, 2021.**
- 18.4 For fiscal year ~~2019/20~~ 2022/23, ~~the salary of each Teaching Associate shall be increased by 3% 2% effective July 1, 2019 July 1, 2022. The minimum and maximum salary rates for Teaching Associate classifications shall be increased by 3% effective July 1, 2019. by 6.3% 3% effective~~ January 1, 2022.
- 18.5 For fiscal year ~~2018/19~~ 2021/22, the salary of each Graduate Assistant employee shall be increased by ~~3%~~ 2% effective ~~July 1, 2018~~ July 1, 2021. **The minimum**

and maximum salary rates for Graduate Assistant employees in classification ~~2355~~ classifications shall be increased by ~~3%~~ effective ~~July 1, 2018~~. The minimum salary rate for Graduate Assistant employees in Classifications ~~2325~~ and ~~2326~~ shall be increased by ~~7.39%~~ effective ~~July 1, 2018~~, and the maximum salary rate shall be increased by ~~3%~~: by ~~14.3%~~ 17.8% effective January 1, 2022.

18.6 For fiscal year ~~2019/20~~ 2022/23, ~~the salary of each Graduate Assistant employee shall be increased by 3% 2% effective July 1, 2019 July 1, 2022~~. The minimum and maximum salary rates for Graduate Assistant employees in classification ~~2355~~ classifications shall be increased by ~~3%~~ effective ~~July 1, 2019~~. The minimum salary rate for Graduate Assistant employees in classifications ~~2325~~ and ~~2326~~ shall be increased by ~~3.72%~~ effective ~~July 1, 2019~~, and the maximum salary rate shall be increased by ~~3%~~: by ~~6.3%~~ 3% effective January 1, 2022.

18.7 For fiscal year ~~2018/19~~ 2021/22, the salary rate of each Instructional Student Assistant shall be increased by ~~\$0.25 (twenty five cents) 2%~~ effective ~~July 1, 2018~~ July 1, 2021. The minimum and maximum hourly rates rate for Instructional Student Assistants Assistant classifications shall be increased by ~~\$0.50 (fifty cents) per hour effective July 1, 2018~~: to ~~\$15.75~~ \$16.00 per hour effective July 1, 2018: January 1, 2022 and the maximum hourly rate for Instructional Student Assistant classifications shall be increased to \$21.17 per hour effective January 1, 2022.

18.8 For fiscal year ~~2019/20~~ 2022/23, ~~the salary rate of each Instructional Student Assistant shall be increased by \$0.25 (twenty five cents) 2% effective July 1, 2018 July 1, 2022~~. The minimum and maximum hourly rates rate for Instructional Student Assistants Assistant classifications shall be increased ~~\$0.50 (fifty cents) per hour effective July 1, 2019~~: to ~~\$16.00~~ \$16.50 per hour effective January 1, 2023 and the maximum hourly rate for Instructional Student Assistant classifications shall be increased to \$21.42 per hour effective January 1, 2023.

Direct Deposit

18.9 Employees who meet the eligibility criteria established by CSU policies shall be provided the option of direct deposit of their pay.