**Article ~~SALARY~~ COMPENSATION\_ARTICLE – Compensation**

**Section ~~SALARY~~ COMPENSATION\_ARTICLE.GENERAL\_SECTION – General Provisions**

**PSU and GEU have a shared interest in promoting equity and providing a livable monthly salary to all GAs.**

**Employing units may determine a GA’s FTE and hourly rate, so long as they are set in keeping with the contents of this Article. The provisions in this Article apply to the combined salary and FTE and all hourly rates for GAs with multiple appointments.**

The University shall not reduce the monthly salary rate of bargaining unit employees re-appointed ~~to the same duties~~ in a subsequent fiscal or academic year within the same employing unit**.**

**Section ~~SALARY~~ COMPENSATION\_ARTICLE.MINIMUM\_SALARY\_SECTION – Minimum Salary**

1. The minimum monthly salary will be **set to no less than the federal poverty line, as published by the U.S. Department of Health and Human Services (**[**https://aspe.hhs.gov/poverty-guidelines**](https://aspe.hhs.gov/poverty-guidelines)**)** ~~based on the annual salary rate and will be prorated for FTE. Effective September 16, 2017, the minimum annual salary rate at 1.0 FTE shall be $28,400 for 12-month graduate assistant appointments and $21,300 for 9-month graduate assistant appointments~~.
2. The minimum hourly rate for the 2017/2018 academic year will be $13.65**.**
3. **On the first day of employment of the Fall appointment period (September 16) of each year, the minimum hourly rate shall increase at the same rate as the Cost of Living Adjustment in Section COMPENSATION\_ARTICLE.COLA\_SECTION.**

~~Section 2 – Salary Increases~~

1. ~~At the beginning of the first term following a 90-day implementation period after ratification by both parties, and for the period until September 15, 2018, the minimum annual salary rate for 12-month and 9-month graduate assistant appointments will increase by 5.63%. GAs above the minimum annual salary rate, will receive a salary increase of 1% or the new minimum, whichever is greater.~~
2. ~~Effective September 16, 2018 and for the period until September 15, 2019, the minimum annual salary rate for 12-month and 9-month graduate assistant appointments will increase by 3.33%. GAs above the minimum annual salary rate, will receive a salary increase of 1% or the new minimum, whichever is greater.~~
3. ~~Effective September 16, 2019 and for the period until September 15, 2020, the minimum annual salary rate for 12-month and 9-month graduate assistant appointments will increase by 3.23%. GAs above the minimum annual salary rate, will receive a salary increase of 1% or the new minimum, whichever is greater.~~
4. ~~Effective September 16, 2020 and for the period until September 15, 2021, the minimum annual salary rate for 12-month and 9-month graduate assistant appointments will increase by 3.13%. GAs above the minimum annual salary rate, will receive a salary increase of 1% or the new minimum, whichever is greater.~~
5. ~~Effective September 16, 2021 and for the period until September 15, 2022, the minimum annual salary rate for 12-month and 9-month graduate assistant appointments will increase by 3.03%. GAs above the minimum annual salary rate, will receive a salary increase of 1% or the new minimum, whichever is greater.~~

|  |  |  |  |
| --- | --- | --- | --- |
| ~~Term of Appointment~~ | ~~Effective Dates~~ | ~~Minimum Annual Salary Rate at~~  ~~1.0 FTE~~ | ~~Increase Amount~~ |
| ~~2017-18 Salary Rates~~ | | | |
| ~~12 Months~~ | ~~September 16, 2017 until ratification by both parties~~ | ~~$28,400~~ | ~~NA~~ |
| ~~9 Months~~ | ~~$21,300~~ | ~~NA~~ |
| ~~Gross Hourly Rate~~ | ~~$13.65~~ | ~~NA~~ |
|  | ~~At the beginning of the first term following a 90-day implementation period after ratification by both parties through September 15, 2018~~ |  |  |
| ~~12 Months~~ | ~~Ratification by Both Parties through September 15, 2018~~ | ~~$30,000~~ | ~~5.63%~~ |
| ~~9 Months~~ | ~~$22,500~~ | ~~5.63%~~ |
| ~~Gross Hourly Rate~~ | ~~$14.42~~ |  |
| ~~2018-19 Salary Rates~~ | | | |
| ~~12 Months~~ | ~~September 16, 2018 through September 15, 2019~~ | ~~$31,000~~ | ~~3.33%~~ |
| ~~9 Months~~ | ~~$23,250~~ | ~~3.33%~~ |
| ~~Gross Hourly Rate~~ | ~~$14.90~~ |  |
| ~~2019-20 Salary Rates~~ | | | |
| ~~12 Months~~ | ~~September 16, 2019 through September 15, 2020~~ | ~~$32,000.00~~ | ~~3.23%~~ |
| ~~9 Months~~ | ~~$24,024.14~~ | ~~3.23%~~ |
| ~~Gross Hourly Rate~~ | ~~$15.38~~ |  |
| ~~2020-21 Salary Rates~~ | | | |
| ~~12 Months~~ | ~~September 16, 2020 through September 15, 2021~~ | ~~$33,000~~ | ~~3.13%~~ |
| ~~9 Months~~ | ~~$24,750~~ | ~~3.13%~~ |
| ~~Gross Hourly Rate~~ | ~~$15.87~~ |  |
| ~~2021-22 Salary Rates~~ | | | |
| ~~12 Months~~ | ~~September 16, 2021 through September 15, 2022~~ | ~~$34,000~~ | ~~3.03%~~ |
| ~~9 Months~~ | ~~$25,500~~ | ~~3.03%~~ |
| ~~Gross Hourly Rate~~ | ~~$16.35~~ |  |

**Section COMPENSATION\_ARTICLE.CATCH\_UP\_SECTION - Catch Up Cost of Living Adjustment (COLA)**

**All GAs employed during the 2017-2018 academic year will receive a one-time combined increase of $75 to their most recent monthly salary for current and subsequent appointments for the pay period during which ratification occurs.**

**Section COMPENSATION\_ARTICLE.COLA\_SECTION - Cost Of Living Adjustment (COLA)**

**Effective the first day of employment of the Fall 2018 employment period (September 16, 2018), all GAs who were employed for any term during the previous academic year will receive a cost of living adjustment to their salary rate upon reappointment into each new academic year. For the 2018-2019 academic year, the adjustment will be 2.38%. For each subsequent academic year, the adjustment will be equivalent to the change in the Portland–Vancouver–Hillsboro CPI.**

**Section COMPENSATION\_ARTICLE.LEVELS\_SECTION - Graduate Assistant Levels**

**Departments and employing units are encouraged to follow the guidelines established by the Office of Graduate Studies for classifying and compensating Level I, II, and III GAs. When pay raises occur as the result of advancement to a new Level, the pay increase will be backdated to the pay period during which the Graduate Assistant achieved the milestone for advancement.**