

**GEU Mediation Proposal: Compensation**

This mediation proposal has been prepared for the purposes of collective bargaining only and does not represent the final form of the Article. The Bargaining Team reserves the right to amend or withdraw this proposal as bargaining may require. PSU is a public institution, these negotiations pertain to public employees, and this proposal will be shared publicly.

<b>COMPENSATION (ADMIN PROPOSAL: SALARY)</b>				
LN	GEU Proposal 12/8/17	Admin Proposal 2/2/18	GEU Proposal 2/12/18	Notes
3	<u>Section COMPENSATION ARTICLE.GENERAL SECTION – General Provisions</u>	<b>Article SALARY_ARTICLE – Salary/Stipend</b> <b>Section 1 SALARY_ARTICLE.GENERAL_SECTION – General Provisions</b>	<u>Section COMPENSATION ARTICLE.GENERAL SECTION – General Provisions</u>	
4	PSU and GEU have a shared interest in promoting equity and providing a livable monthly salary to all GAs.		PSU and GEU have a shared interest in promoting equity and providing a livable monthly salary to all GAs.	
5	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.		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.	
6	The University shall not reduce the monthly salary rate of bargaining unit employees re-appointed in a subsequent fiscal or academic year within the same employing unit.	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.	The University shall not reduce the <del>monthly salary</del> <b>hourly</b> rate of bargaining unit employees re-appointed in a subsequent fiscal or academic year <b>to the same job classification (GRA, GTA, or GAA)</b> within the same employing unit.	This seems to meet PSU Admin's interest without opening up the possibility of slight changes in duties resulting in loss of pay.
7	<u>Section COMPENSATION ARTICLE.MINIMUM SALARY SECTION – Minimum Salary</u>	<b>Section 2 SALARY_ARTICLE – Minimum Salary</b> <b>Monthly Salary Rate</b>	<u>Section COMPENSATION ARTICLE.MINIMUM SALARY SECTION – Minimum Salary</u>	
8	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 ( <a href="https://aspe.hhs.gov/poverty-guidelines">https://aspe.hhs.gov/poverty-guidelines</a> ).	1. The minimum monthly salary will be 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.	1. <b>Effective Spring Term 2018</b> , the minimum monthly salary will be set to no less than <b>\$850</b> <del>the federal poverty line, as published by the U.S. Department of Health and Human Services (<a href="https://aspe.hhs.gov/poverty-guidelines">https://aspe.hhs.gov/poverty-guidelines</a>)</del> . <b>This minimum salary may be achieved by the combination of any FTE and any salary rate that meets or exceeds the minimum hourly rate established in this Article.</b>	For example, a GA making the minimum rate for the 2017/2018 academic year (\$13.65) would have an FTE of 0.36. This language also maintains the possibility of someone working at a lower FTE with a higher hourly rate.  This is the most efficient mechanism we know of for helping out low earners. For example, based on Fall 2017 salary data, the cost of this provision would be \$41,304.64 for that term, while achieving the same minimum salary by only increasing the minimum hourly rate (to \$32.69/hr) would cost \$848,827.30 for that term, and achieving the same minimum salary by only increasing the minimum FTE (to 0.359256) would cost \$119,268.37 for that term. Another way of achieving the same minimum salary would be to increase the minimum FTE to 0.245 and

				<p>the minimum hourly rate to \$20/hr, which would cost \$131,747.07 for that term.</p> <p>As we've said, this provision is in no way an attempt to remove FTE and hourly rate from salary calculation, it's just a constraint on how FTE and hourly rate can be set.</p>
9			<p><b><u>2. Beginning on the first day of employment of the Fall appointment period, the minimum monthly salary will increase at the same rate as the Cost of Living Adjustment in Section COMPENSATION_ARTICLE.COLA_SECTION.</u></b></p>	<p>Since the minimum gross salary is now set below the federal poverty line, the minimum gross salary will change annually with the COLA instead of with the federal poverty line.</p>
10	<p>2. The minimum hourly rate for the 2017/2018 academic year will be \$13.65.</p>	<p>2. The minimum hourly rate for the 2017/2018 academic year will be \$13.65.</p>	<p>3. The minimum hourly rate for the 2017/2018 academic year will be \$13.65.</p>	
11	<p>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.</p>		<p>4. 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.</p>	
12		<p>3. 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 5.64%.</p>		
13		<p>4. 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%.</p>		
14		<p>5. 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 3.22%.</p>		
15		<p>6. 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 3.19%.</p>		
16		<p>7. Effective September 16, 2021 and for the period until September 15, 2022, the minimum annual</p>		

		salary rate for 12-month and 9-month graduate assistant appointments will increase by 3.02%.																																																														
17		<table border="1"> <thead> <tr> <th data-bbox="935 264 1112 425">Term of Appointment</th> <th data-bbox="1112 264 1261 425">Effective Dates</th> <th data-bbox="1261 264 1411 425">Minimum Annual Salary Rate at 1.0 FTE</th> <th data-bbox="1411 264 1566 425">Increase Amount</th> </tr> </thead> <tbody> <tr> <td colspan="4" data-bbox="935 425 1566 471"><b>2017-18 Salary Rates</b></td> </tr> <tr> <td data-bbox="935 471 1112 596">12 Months</td> <td data-bbox="1112 471 1261 737" rowspan="3">September 16, 2017 until ratification by both parties</td> <td data-bbox="1261 471 1411 596">\$28,400</td> <td data-bbox="1411 471 1566 596">NA</td> </tr> <tr> <td data-bbox="935 596 1112 643">9 Months</td> <td data-bbox="1261 596 1411 643">\$21,300</td> <td data-bbox="1411 596 1566 643">NA</td> </tr> <tr> <td data-bbox="935 643 1112 737">Gross Hourly Rate</td> <td data-bbox="1261 643 1411 737">\$13.65</td> <td data-bbox="1411 643 1566 737">NA</td> </tr> <tr> <td data-bbox="935 737 1112 903">12 Months</td> <td data-bbox="1112 737 1261 1286" rowspan="3">At the beginning of the first term following a 90-day implementation period after ratification by both parties through September 15, 2018</td> <td data-bbox="1261 737 1411 903">\$30,000</td> <td data-bbox="1411 737 1566 903">5.64%</td> </tr> <tr> <td data-bbox="935 903 1112 949">9 Months</td> <td data-bbox="1261 903 1411 949">\$22,500</td> <td data-bbox="1411 903 1566 949">5.64%</td> </tr> <tr> <td data-bbox="935 949 1112 1286">Gross Hourly Rate</td> <td data-bbox="1261 949 1411 1286">\$14.42</td> <td data-bbox="1411 949 1566 1286"></td> </tr> <tr> <td colspan="4" data-bbox="935 1286 1566 1332"><b>2018-19 Salary Rates</b></td> </tr> <tr> <td data-bbox="935 1332 1112 1393">12 Months</td> <td data-bbox="1112 1332 1261 1554" rowspan="3">September 16, 2018 through September 15, 2019</td> <td data-bbox="1261 1332 1411 1393">\$31,000</td> <td data-bbox="1411 1332 1566 1393">3.33%</td> </tr> <tr> <td data-bbox="935 1393 1112 1439">9 Months</td> <td data-bbox="1261 1393 1411 1439">\$23,250</td> <td data-bbox="1411 1393 1566 1439">3.33%</td> </tr> <tr> <td data-bbox="935 1439 1112 1554">Gross Hourly Rate</td> <td data-bbox="1261 1439 1411 1554">\$14.90</td> <td data-bbox="1411 1439 1566 1554"></td> </tr> <tr> <td colspan="4" data-bbox="935 1554 1566 1600"><b>2019-20 Salary Rates</b></td> </tr> <tr> <td data-bbox="935 1600 1112 1661">12 Months</td> <td data-bbox="1112 1600 1261 1822" rowspan="3">September 16, 2019 through September 15, 2020</td> <td data-bbox="1261 1600 1411 1661">\$32,000.00</td> <td data-bbox="1411 1600 1566 1661">3.22%</td> </tr> <tr> <td data-bbox="935 1661 1112 1707">9 Months</td> <td data-bbox="1261 1661 1411 1707">\$24,000</td> <td data-bbox="1411 1661 1566 1707">3.22%</td> </tr> <tr> <td data-bbox="935 1707 1112 1822">Gross Hourly Rate</td> <td data-bbox="1261 1707 1411 1822">\$15.38</td> <td data-bbox="1411 1707 1566 1822"></td> </tr> <tr> <td colspan="4" data-bbox="935 1822 1566 1868"><b>2020-21 Salary Rates</b></td> </tr> </tbody> </table>	Term of Appointment	Effective Dates	Minimum Annual Salary Rate at 1.0 FTE	Increase Amount	<b>2017-18 Salary Rates</b>				12 Months	September 16, 2017 until ratification by both parties	\$28,400	NA	9 Months	\$21,300	NA	Gross Hourly Rate	\$13.65	NA	12 Months	At the beginning of the first term following a 90-day implementation period after ratification by both parties through September 15, 2018	\$30,000	5.64%	9 Months	\$22,500	5.64%	Gross Hourly Rate	\$14.42		<b>2018-19 Salary Rates</b>				12 Months	September 16, 2018 through September 15, 2019	\$31,000	3.33%	9 Months	\$23,250	3.33%	Gross Hourly Rate	\$14.90		<b>2019-20 Salary Rates</b>				12 Months	September 16, 2019 through September 15, 2020	\$32,000.00	3.22%	9 Months	\$24,000	3.22%	Gross Hourly Rate	\$15.38		<b>2020-21 Salary Rates</b>					
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19	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.		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.		The elimination of the catch up COLA is contingent on our proposal to increase initial fee coverage in our proposal for Tuition and Fee Remission.																											
20	<b><u>Section COMPENSATION ARTICLE.COLA SECTION - Cost Of Living Adjustment (COLA)</u></b>	<b><u>Section 4 SALARY ARTICLE - Across-the-Board Salary Increases</u></b>	<b><u>Section COMPENSATION ARTICLE.COLA SECTION - Cost Of Living Adjustment (COLA)</u></b>																													
21	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.	<ol style="list-style-type: none"> <li>“Eligible GAs” include those GAs who are employed in the previous academic year for at least two terms (not including summer session) in a GA position and in the same employing unit in the fall quarter of each academic year, after the ratification of this agreement.</li> <li>Eligible GAs will receive a 2% increase to their base salary at the beginning of fall term each academic year. GAs below the new minimum at this time will receive either the 2% across-the-board or an increase to the new minimum, whichever is greater.</li> </ol>	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 2.38% cost of living adjustment to their salary rate. <b><u>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 on the first day of their first employment period during that academic year.</u></b> For the 2018-2019 academic year, the adjustment will be 2.38%. For each subsequent academic year, the <b><u>These adjustments</u></b> will be equivalent to the change in the <b><u>second half annual</u></b> Portland–Vancouver–Hillsboro CPI for the previous year <b><u>(e.g. use the second half annual 2018 Portland–Vancouver–Hillsboro CPI for AY 2019-2020), with a floor of 2% and a ceiling of 4%.</u></b>		<p>We made explicit that we will use the second half annual CPIU numbers to avoid the difficulty Admin raised regarding the timing of the CPIU data. This number will be available during Winter term of the preceding AY.</p> <p>We have clarified when the COLA goes into effect.</p> <p>The intent here is that the first COLA be applied in Fall 2018.</p> <p>The interest is to make sure salaries do not face devaluation due to increased costs of living, which have increased sharply in Portland in recent years. To support sustainable budgeting for both GAs and PSU, we’ve added a floor and a</p>																											

				ceiling.
22	<b><u>Section</u></b> <b><u>COMPENSATION ARTICLE.LEVELS SECTION -</u></b> <b><u>Graduate Assistant Levels</u></b>		<b><u>Section</u></b> <b><u>COMPENSATION ARTICLE.LEVELS SECTION -</u></b> <b><u>Graduate Assistant Levels</u></b>	
23	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.		<del>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.</del> <b><u>Nothing in this Article should be construed to limit the ability of employing units to set hourly rates in keeping with a set of pay levels that meet or exceed the minimum hourly rates established in this Article.</u></b>	We have an interest in making it clear that units with a current practice of pay level increases may continue this practice.