

This is offered as a package proposal. Should it not be accepted in total, the concessions and revisions in this package proposal may be withdrawn and the Union's position on all such items in these articles may revert to its most recent proposals for such articles and times.

The package includes the following articles:

- Retirement- withdrawn
- Relocation- withdrawn
- Food Security
- Tax Assistance
- Emergency Grant
- Housing
- Childcare
- Tuition and Fees
- Compensation

Redlined from WPI-GWU-UAW 3/23 Proposal

ARTICLE \_\_  
COMPENSATION

**Section 1.** All current GWs (~~GWs on payroll in D term 2023~~) shall receive a \$4,000 lump-sum payment upon ratification.

**Section 2.** Effective ~~August 15~~~~July 1~~, 2023, the 2023-2024 academic year, salaried GWs with twelve (12) month appointments shall be paid a minimum of \$~~539~~,001. Salaried GWs with appointments less than twelve (12) month appointments shall be prorated.

Effective ~~August 15~~~~July 1~~ of each year of this Agreement ~~beginning in 2024~~, the base salaries shall increase 5%~~in~~ each year of this Agreement. If a GWs salary is above the minimum rate, they shall receive the same increase rates above.

If the University provides a university-wide staff salary increase higher than the one provided to GWs, GWs shall receive the higher percentage.

**Section 3.** Effective upon ratification, hourly GWs shall be paid a minimum of \$28.00/hour. If a department or program publishes an hourly rate that is above the minimum or have paid GWs hourly rates above the minimum, they must honor at least that rate for the duration of this Agreement.

Effective ~~August 15~~~~July 1~~ of each year of this Agreement, the hourly rate shall be increased by \$1.00.

**Section 4.** In addition to the salaries in Section 2, GWs with the title Instructor of Record shall receive an additional \$2000 per course per term, and GWs with the title of Head TA shall receive an additional \$750 per course per term.

**Section 5.** GW shall not be offered compensation less than that reported by WPI during the GWs previous assignment, if any such assignments exist.

**Section 6.** A GW shall be paid on a timely basis, in accordance with the University's normal business operations. In no case a GW shall be paid less frequently than on a bi-weekly basis.