

ARTICLE __
COMPENSATION

Section 1. All current GWs shall receive a \$4,000 lump-sum payment upon ratification.

Section 2. Effective July 1, 2023, the 2023-2024 academic year, salaried GWs with twelve (12) month appointments shall be paid a minimum of \$59,001. Salaried GWs with appointments less than twelve (12) month appointments shall be prorated.

Effective July 1 of each year of this Agreement, 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 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.