

ARTICLE 35 WAGES

A. GENERAL PROVISIONS

1. Any and all wage increases provided to bargaining unit members for the duration of this Agreement are provided for in this Article.
2. The actual salary ranges/rates following application of any range adjustments applied pursuant to this Article may vary slightly due to rounding.
3. Implementation of the prospective annual increases provided for in this Article shall coincide with the first full pay period in the Fall term commencing with October 1st for monthly paid employees and the first pay period commencing after October 1st for bi-weekly paid employees.
4. When the requirements of the sponsoring agency exceed the requirements of this Agreement, the requirements of the sponsoring agency shall control all salary increases and adjustments to the individual employee's salary.
5. Nothing precludes the University, at its sole discretion, from providing compensation to individual employees at salaries that exceed the maximum salary point rates for their title provided herein and on Tables 18, 19, 20 and 22.
6. Employees shall be paid at least the minimum salary point or wage rate for each salary scale. The University retains sole discretion to place employees at a higher salary point or wage rate than the minimum for each salary scale.
7. For salaried employees, salary rates described in this Article are reflective of a fifty percent (50%) full-time equivalency (FTE) rate.
8. Unified Salary Scale Table:

Effective October 1, 2029, the following rates in the table below shall go into effect for employees who receive compensation on a salaried basis:

Unified Pay Scale for Salaried Employees		
Salary Point	Monthly Rate (50% FTE) FY and Quarter	Monthly Rate (50% FTE) Semester
1	\$3,775.00	N/A
2	\$4,049.00	N/A
3	\$4,343.00	N/A
4	\$4,658.00	\$4,192.20
5	\$4,891.00	\$4,401.90
6	\$5,038.00	\$4,534.20
7	\$5,290.00	\$4,761.00

B. GRADUATE STUDENT RESEARCHERS

1. All Graduate Student Researchers (GSRs) who have salary rates on Table 22 shall have an annualized salary rate on the established salary scale as referenced in Table 22. The applicable titles and job codes are listed as follows:
 - a. 003282 - GSR-FULL FEE REM
 - b. 003283 - GSR-FULL TUIT & PARTIAL FEE REM
 - c. 003266 - GSR-NO REM
 - d. 003276 - GSR-PARTIAL FEE REM
 - e. 003284 - GSR-TUIT & FEE REM
 - f. 003285 - GSR-TUIT & FEE REM-UCSD-GRP B
 - g. 003286 - GSR-TUIT & FEE REM-UCSD-GRP C
 - h. 003287 - GSR-TUIT & FEE REM-UCSD-GRP D
 - i. 003262 - GSR-TUIT & FEE REM-UCSD-GRP E
 - j. 003263 - GSR-TUIT & FEE REM-UCSD-GRP F
 - k. 003264 - GSR-TUIT & FEE REM-UCSD-GRP G
2. GSR Salary Scale
 - a. Refer to Table A below for the salary scale adjustments that will commence effective 10/01/2026.
 - b. Salary Adjustments:
 - i. Effective October 1, 2026, the monthly 50% FTE rates shall be adjusted to match the rates in the 2026 rates column of Table A.
 - ii. Effective October 1, 2027, the monthly 50% FTE rates shall be adjusted to match the rates in the 2027 rates column of Table A.
 - iii. Effective October 1, 2028, the monthly 50% FTE rates shall be adjusted to match the rates in the 2028 rates column of Table A.
 - iv. Effective October 1, 2029, the monthly 50% FTE rates shall be adjusted to match the rates in the 2029 rates column of Table A.
 - c. Effective October 1, 2029, the GSR scale in Table 22 will transition to a five-point salary scale. Salary Point 1 will be eliminated on October 1, 2029, with the salary points aligning to the unified scale points 1-5 as illustrated in Table A below:

Table A: GRADUATE STUDENT RESEARCHER – 50% FY Monthly Rates

Salary Point	10/1/2025 (50% M)	10/1/2026 (50% M)	10/1/2027 (50% M)	10/1/2028 (50% M)	10/1/2029 (50% M)	Final Point on Unified Scale
1	\$2,995.63	\$3,174.00	\$3,363.00	\$3,563.00	Eliminated	Eliminated
2	\$3,227.79	\$3,357.00	\$3,491.00	\$3,630.00	\$3,775.00	1
3	\$3,477.96	\$3,613.00	\$3,753.00	\$3,898.00	\$4,049.00	2
4	\$3,747.54	\$3,888.00	\$4,034.00	\$4,186.00	\$4,343.00	3
5	\$4,038.00	\$4,185.00	\$4,337.00	\$4,495.00	\$4,658.00	4
6	\$4,350.96	\$4,480.00	\$4,613.00	\$4,750.00	\$4,891.00	5

3. Experience-Based Placement on GSR Salary Points (Effective October 1, 2026)

- a. Experience for placement effective October 1, 2026 shall be counted as follows:
 - i. GSRs' experience shall be determined June 30 of each year of the contract.
 - ii. GSR Trainees/Fellows' experience shall be determined from January 1, 2022, and shall be used for placement as a GSR, where applicable.
- b. A GSR with at least two (2) semesters / three (3) quarters of experience (or equivalent length of service) in a GSR position at 25% FTE or more per term at the same campus shall be placed at salary point 2, unless already placed on a higher salary point.
- c. A GSR with at least four (4) semesters / six (6) quarters of experience (or equivalent length of service) in a GSR position at 25% FTE or more per term at the same campus shall be placed at salary point 3, unless already placed on a higher salary point.

4. GSRAs at Lawrence Berkeley National Laboratory

Graduate Student Research Assistant (GSRA) – Job Codes 214.1-214.X follow their home campus placements.

5. GSRs, Trainees, and Fellows at UCSF

- a. UCSF GSRs, including GSR Trainees and Fellows, in the Basic Sciences Program will be placed at Salary Point 6 of the GSR salary scale. Wage increases provided to bargaining unit members for the duration of this Agreement will be provided in accordance with this Article.
- b. UCSF GSRs, including GSR Trainees and Fellows, in disciplines other than the Basic Sciences will be appointed in accordance with the provisions of this Article.
- c. Effective upon ratification, the 2022 UCSF GSR Appointees Side Letter shall be rescinded.

C. GRADUATE STUDENT RESEARCHER TRAINEES AND GRADUATE STUDENT RESEARCHER FELLOWS

1. The applicable titles and job codes for this section are listed as follows:
 - a. 003144 - GSR-FELLOW-NO REM
 - b. 003145 - GSR-FELLOW-TUIT REM
 - c. 003154 - GSR-TRAINEE-NO REM
 - d. 003155 - GSR-TRAINEE-TUIT REM
 - e. 003142 - GSR-FELLOW-PAID DIR-NO REM
 - f. 003143 - GSR-FELLOW-PAID DIR-TUIT REM
 - g. 003152 - GSR-TRAINEE-PAID DIR-NO REM
 - h. 003153 - GSR-TRAINEE-PAID DIR-TUIT REM
 - i. 003160 - GSR TRAINEE/FELLOW SUPPLEMENT
2. The wages provided to Graduate Student Researcher Trainees and Graduate Student Researcher Fellows are determined by their training grants or external fellowships
3. The University shall maintain GSR Trainees and Fellows on the GSR Scale (Table 22), and subject to the salary scale changes pursuant to Section B, as follows:
 - a. When extramural agencies establish stipends at a rate less than the University-established salary scale minimum (Table 22), and the campus elects to proceed with the appointment of a GSR Trainee or Fellow, the campus shall provide supplemental compensation to increase the wage rate to the next highest salary point on the GSR scale (Table 22), if applicable.
 - b. The University shall maintain a job code to provide a supplemental GSR appointment to provide for the additional compensation.
 - c. Trainees and Fellows shall also be eligible for experience-based progression pursuant to Section B.3 above.

D. TEACHING ASSISTANTS

1. The applicable titles and job codes for this section are listed as follows:
 - a. 002310 – Teaching Assistant-GSHIP
 - b. 002311 – Teaching Assistant-Non-GSHIP
 - c. 002320 – Teaching Assistant-1/10-GSHIP
 - d. 002321 – Teaching Assistant-1/10-Non-GSHIP
2. Teaching Assistant (TA) Salary Scale
 - a. Salary Adjustments:
 - i. Effective October 1, 2026, the monthly 50% FTE rates shall be adjusted to match the rates in the 2026 rates column of Table B.1 and B.2. Berkeley, Los Angeles, and San Francisco shall be paid at the Group 2 rate for their titles, and all other locations shall be paid at the Group 1 rate.

- ii. Effective October 1, 2027, the monthly 50% FTE rates shall be adjusted to match the rates in the 2027 rates column of Table B.1 and B.2. Berkeley, Los Angeles, and San Francisco shall be paid at the Group 2 rate for their titles, and all other locations shall be paid at the Group 1 rate.
- iii. Effective October 1, 2028, the monthly 50% FTE rates shall be adjusted to match the rates in the 2028 rates column of Table B.1 and B.2. Berkeley, Los Angeles, and San Francisco shall be paid at the Group 2 rate for their titles, and all other locations shall be paid at the Group 1 rate.
- b. Effective 10/01/2029, the Group 1 and Group 2 TA scales will transition to a single three-point salary scale, with the salary points aligning to the unified scale points 4, 5, and 6, as illustrated in Tables B.1 and B.2 below:

Table B.1: TEACHING ASSISTANT – Quarter 50% Monthly Rates							
Salary Plan	Salary Point	10/1/2025 (50% M)	10/1/2026 (50% M)	10/1/2027 (50% M)	10/1/2028 (50% M)	10/1/2029 (50% M)	Final Point on Unified Scale
T18B (Group 1)	1	\$3,928.89	\$4,100.00	\$4,278.00	\$4,464.00	\$4,658.00	4
T18B (Group 1)	2	\$4,046.78	\$4,243.00	\$4,449.00	\$4,665.00	\$4,891.00	5
T18B (Group 1)	3	\$4,168.17	\$4,370.00	\$4,582.00	\$4,805.00	\$5,038.00	6
T18C (Group 2)	1	\$4,217.78	\$4,323.00	\$4,432.00	\$4,544.00	\$4,658.00	4
T18C (Group 2)	2	\$4,344.33	\$4,475.00	\$4,609.00	\$4,748.00	\$4,891.00	5
T18C (Group 2)	3	\$4,474.67	\$4,609.00	\$4,747.00	\$4,890.00	\$5,038.00	6

Table B.2: TEACHING ASSISTANT – Semester 50% Monthly Rates							
Salary Plan	Salary Point	10/1/2025 (50% M)	10/1/2026 (50% M)	10/1/2027 (50% M)	10/1/2028 (50% M)	10/1/2029 (50% M)	Final Point on Unified Scale
T18B (Group 1)	1	\$3,536.00	\$3,690.00	\$3,850.20	\$4,017.60	\$4,192.20	4
T18B (Group 1)	2	\$3,642.10	\$3,818.70	\$4,004.10	\$4,198.50	\$4,401.90	5
T18B (Group 1)	3	\$3,751.35	\$3,933.00	\$4,123.80	\$4,324.50	\$4,534.20	6
T18C (Group 2)	1	\$3,796.00	\$3,890.70	\$3,988.80	\$4,089.60	\$4,192.20	4
T18C (Group 2)	2	\$3,909.90	\$4,027.50	\$4,148.10	\$4,273.20	\$4,401.90	5
T18C (Group 2)	3	\$4,027.20	\$4,148.10	\$4,272.30	\$4,401.00	\$4,534.20	6

3. Teaching Assistant Experience-Based Salary Point Placement

- a. If a Teaching Assistant has University teaching experience of two (2) semesters / three (3) quarters at 25% FTE or more per term at their campus, they shall be placed on salary point 2, unless already placed on a higher salary point.
- b. If a Teaching Assistant has University teaching experience of four (4) semesters / six (6) quarters at 25% FTE or more per term at their campus, they shall be placed on salary point 3, unless already placed on a higher salary point.

E. ASSOCIATE INSTRUCTORS

1. The applicable titles and job codes in this section are listed as follows:

- a. 001501 – Associate Instructor-AY-GSHIP
- b. 001502 – Associate Instructor-AY-Non-GSHIP
- c. 001506 – Associate Instructor-AY-1/9-GSHIP
- d. 001507 – Associate Instructor-AY-1/9-Non-GSHIP
- e. 001508 – Associate Instructor-AY-1/10-GSHIP
- f. 001509 – Associate Instructor-AY-1/10-Non-GSHIP
- g. 001511 – Associate Instructor-FY-GSHIP
- h. 001512 – Associate Instructor-FY-Non-GSHIP

2. Effective 10/1/2026, the existing Group 1 and Group 2 salary scales for the Associate Instructor title (Table 19) will be adjusted as follows:

a. Salary Increases

- i. Effective October 1, 2026, the monthly 50% FTE rates shall be adjusted to match the rates in the 2026 rates column of Table C.1 for quarter campuses and Table C.2 for semester campuses.
- ii. Effective October 1, 2027, the monthly 50% FTE rates shall be adjusted to match the rates in the 2027 rates column of Table C.1 for quarter campuses and Table C.2 for semester campuses.
- iii. Effective October 1, 2028, the monthly 50% FTE rates shall be adjusted to match the rates in the 2028 rates column of Table C.1 for quarter campuses and Table C.2 for semester campuses.
- iv. Effective October 1, 2029, the monthly 50% FTE rates shall be adjusted to match the rates in the 2029 rates column of Table C.1 for quarter campuses and Table C.2 for semester campuses.

- b. Effective October 1, 2029, the Group 1 and Group 2 scales will be combined into a single salary scale consisting of three salary points, with the salary points aligning to the unified scale points 5, 6, and 7, as illustrated on Tables C.1 and C.2. Mapping of incumbents shall be made in accordance with the salary scale in Tables C.1 and C.2 below:

Table C.1: ASSOCIATE INSTRUCTOR – Quarter 50% Monthly Rates

Salary Group	Salary Point	10/1/2025 (50% M)	10/1/2026 (50% M)	10/1/2027 (50% M)	10/1/2028 (50% M)	10/1/2029 (50% M)	Final Point on Unified Scale
Group 1	1	\$4,116.44	\$4,298.00	\$4,487.00	\$4,684.00	\$4,891.00	5
	2	\$4,239.94	\$4,426.00	\$4,621.00	\$4,825.00	\$5,038.00	6
	3	\$4,367.17	\$4,581.00	\$4,806.00	\$5,041.00	\$5,290.00	7
	4	\$4,498.17	\$4,683.00	\$4,875.00	\$5,074.00	\$5,290.00	7
	5	\$4,633.11	\$4,791.00	\$4,954.00	\$5,122.00	\$5,290.00	7
	6	\$4,772.11	\$4,896.00	\$5,023.00	\$5,154.00	\$5,290.00	7
	7	\$4,915.28	\$5,009.00	\$5,104.00	\$5,201.00	\$5,290.00	7
Group 2	1	\$4,419.06	\$4,534.00	\$4,652.00	\$4,773.00	\$4,891.00	5
	2	\$4,551.61	\$4,670.00	\$4,791.00	\$4,916.00	\$5,038.00	6
	3	\$4,688.06	\$4,833.00	\$4,983.00	\$5,138.00	\$5,290.00	7
	4	\$4,828.67	\$4,940.00	\$5,053.00	\$5,170.00	\$5,290.00	7
	5	\$4,973.61	\$5,053.00	\$5,134.00	\$5,216.00	\$5,290.00	7
	6	\$5,122.78	\$5,164.00	\$5,205.00	\$5,247.00	\$5,290.00	7
	7	\$5,276.50	\$5,282.00	\$5,287.00	\$5,292.00	\$5,290.00	7

Table C.2: ASSOCIATE INSTRUCTOR – Semester 50% Monthly Rates

Salary Group	Salary Point	10/1/2025 (50% M)	10/1/2026 (50% M)	10/1/2027 (50% M)	10/1/2028 (50% M)	10/1/2029 (50% M)	Final Point on Unified Scale
Group 1	1	\$3,704.80	\$3,868.20	\$4,038.30	\$4,215.60	\$4,401.90	5
	2	\$3,815.95	\$3,983.40	\$4,158.90	\$4,342.50	\$4,534.20	6
	3	\$3,930.45	\$4,122.90	\$4,325.40	\$4,536.90	\$4,761.00	7
	4	\$4,048.35	\$4,214.70	\$4,387.50	\$4,566.60	\$4,761.00	7
	5	\$4,169.80	\$4,311.90	\$4,458.60	\$4,609.80	\$4,761.00	7
	6	\$4,294.90	\$4,406.40	\$4,520.70	\$4,638.60	\$4,761.00	7
	7	\$4,423.75	\$4,508.10	\$4,593.60	\$4,680.90	\$4,761.00	7
Group 2	1	\$3,977.15	\$4,080.60	\$4,186.80	\$4,295.70	\$4,401.90	5
	2	\$4,096.45	\$4,203.00	\$4,311.90	\$4,424.40	\$4,534.20	6
	3	\$4,219.25	\$4,349.70	\$4,484.70	\$4,624.20	\$4,761.00	7
	4	\$4,345.80	\$4,446.00	\$4,547.70	\$4,653.00	\$4,761.00	7
	5	\$4,476.25	\$4,547.70	\$4,620.60	\$4,694.40	\$4,761.00	7
	6	\$4,610.50	\$4,647.60	\$4,684.50	\$4,722.30	\$4,761.00	7
	7	\$4,748.85	\$4,753.80	\$4,758.30	\$4,762.80	\$4,761.00	7

3. Experience-Based Placement on Associate Instructor Salary Points

- a. If an Associate Instructor has University teaching experience of four (4) semesters / six (6) quarters at 25% FTE or more per term at their campus, they shall be placed on salary point 3, unless already placed on a higher salary point.
- b. If an Associate Instructor has University teaching experience of six (6) semesters / nine (9) quarters at 25% FTE or more per term at their campus, they shall be placed on salary point 5, unless already placed on a higher salary point.
- c. Effective October 1, 2029, salary progression will change as follows:
 - i. Progression to Salary Point 3 pursuant to 3.a above shall change to the new Salary Point 6 (unified scale).
 - ii. Progression to Salary Point 5 pursuant to 3.b above shall change to the new Salary Point 7 (unified scale).

F. UNIVERSITY TEACHING EXPERIENCE (TEACHING ASSISTANTS AND ASSOCIATE INSTRUCTORS)

1. "University teaching experience" is defined as active pay status in a Teaching Assistant or Associate Instructor title at the same campus where the appointment was offered for one full academic term at 25% FTE or more.
2. For purposes of experience-based placement, equivalent service in discontinued titles of Teaching Fellow and Acting Instructor shall be counted, where applicable.
3. Consistent with University policy and practice, summer session is not an academic term and therefore does not count toward the calculation of quarter/semester experience.

G. TUTORS

1. The applicable titles and job codes for this section are listed as follows:
 - a. 002510 – Tutor-Non-Student
 - b. 002860 – Tutor-GSHIP
 - c. 002861 – Tutor-Non-GSHIP
2. Effective October 1, 2026, the University shall repurpose Salary Table 20 into a systemwide Tutor salary scale and provide increases each October 1 annually as follows:

Title	2026	2027	2028	2029
Individual Tutor (Undergraduate)	\$22.81	\$23.67	\$24.56	\$25.49
Group Tutor (Undergraduate)	\$29.38	\$30.41	\$31.48	\$32.59
Individual Tutor (Graduate)	\$26.66	\$27.62	\$28.62	\$29.66
Group Tutor (Graduate)	\$33.23	\$34.40	\$35.61	\$36.86

3. UCLA Freshman/Transfer Summer Program (F/TSP)

At UCLA, tutors in the F/TSP program will be paid at the applicable tutor rate for the entire six-week program with a workload not to exceed 240 hours and will not be paid on an hourly basis. Compensation for the six-week program will be calculated by multiplying 240 by the applicable Tutor rate. This minimum does not include required training prior to the start of the program, which will be compensated on an hourly basis.

H. READERS

1. The applicable titles and job codes for this section are listed as follows:

- a. 002500 – Reader-Non-Student
- b. 002850 – Reader-GSHIP
- c. 002851 – Reader-Non-GSHIP
- d. 002852 – Special Reader-UCLA GSHIP
- e. 002853 – Special Reader-UCLA Non-GSHIP

2. Salary Scale Increases

Effective October 1 of each year, the University shall increase the Reader Scale to the following rates:

Title	2026	2027	2028	2029
Reader (Undergraduate)	\$21.86	\$22.68	\$23.54	\$24.43
Reader (Graduate)	\$22.81	\$23.67	\$24.56	\$25.49
Special Reader I (UCLA Only)	\$40.17	\$41.38	\$42.63	\$43.91
Special Reader II (UCLA Only)	\$44.36	\$45.70	\$47.08	\$48.05

I. EMPLOYEES ABOVE THE SALARY SCALE

During the life of the Agreement, employees paid at a rate above the maximum of their applicable salary scale shall receive a 2% annual increase on October 1st or will be placed on the appropriate salary point on their applicable salary scale, whichever increase is greater.

J. PAST PRACTICES OF DEPARTMENTS, PROGRAMS, AND UNITS

1. In recognition of the Arbitrator's decision in the Consolidated GSR Salary Points Grievances listed in Section J.2 below, salary point (step) practices in place at time of ratification shall continue for the life of the Agreement.

2. List of Consolidated GSR Salary Points Grievances

- a. BK-BR-3519-23
- b. BK-BR-3376-23
- c. IR-BR-3449-23
- d. IR-BR-3465-23
- e. IR-BR-3469-23
- f. IR-BR-3618-23
- g. LA-BR-3152-23
- h. LA-BR-3413-23
- i. LA-BR-3496-23
- j. LA-BR-4127-24
- k. SB-BR-3262-23
- l. SB-BR-3314-23
- m. SB-BR-3453-23
- n. SB-BR-3487-23
- o. SB-BR-3633-24
- p. SB-BR-3686-24
- q. SD-BR-3446-23
- r. SD-BR-3570-23

K. RESOLUTION OF THE CONSOLIDATED GSR STEP GRIEVANCES

1. The University agrees to pay up to fourteen million five hundred thousand dollars (\$14,500,000) for lump sum payments to eligible Graduate Student Researchers in the specific campus departments/programs identified Appendix AA.
2. Individuals eligible for a lump sum payment must have been employed as a GSR in a department/program identified in Appendix AA, between August 1, 2023 and the date of the ratification of this Agreement. The Union acknowledges that these lump sum payments represent compensation and therefore the University will withhold all taxes and other appropriate deductions that it would normally withhold from the earnings of these individuals. The University will report the gross amounts of these payments to governmental agencies as earnings.
3. The UAW will have thirty calendar (30) days from the ratification of the Agreement to provide a list of individuals to the University, including their campus/location, department/program (as listed in Appendix AA), UCPATH payroll department, their

employee ID number, and the lump sum amount they are to receive. The University will pay these individuals the lump sum within ninety (90) calendar days after receiving each list. Pay will be issued via the pay mechanism the employee has set up in UCPath (i.e., direct deposit or paper check). If the employee is no longer employed by the University, the Union shall also provide their up-to-date mailing address.

4. The Union and the University will consider the remedy in the Consolidated GSR Salary Points Grievances to be fully and completely satisfied by the University's actions described in this section.