

ARTICLE 32 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. 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 GSR's salary.
3. Nothing precludes the University, at its sole discretion, from providing compensation to individual GSRs at salaries that exceed the maximum rate of Table 22.

B. GRADUATE STUDENT RESEARCHERS

1. All Graduate Student Researchers who have salary rates on Table 22 (<https://www.ucop.edu/academic-personnel-programs/files/2022/oct-2021-scales/t22.pdf>) 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. GSR-FULL FEE REM, 3282
 - b. GSR-FULL TUIT & PARTIAL FEE REM, 3283
 - c. GSR-NO REM, 3266
 - d. GSR-PARTIAL FEE REM, 3276
 - e. GSR-TUIT & FEE REM, 3284
 - f. GSR-TUIT & FEE REM-UCSD-GRP B, 3285
 - g. GSR-TUIT & FEE REM-UCSD-GRP C, 3286
 - h. GSR-TUIT & FEE REM-UCSD-GRP D, 3287
 - i. GSR-TUIT & FEE REM-UCSD-GRP E, 3262
 - j. GSR-TUIT & FEE REM-UCSD-GRP F, 3263
 - k. GSR-TUIT & FEE REM-UCSD-GRP G, 3264
2. Effective on the first full pay period at least ninety (90) calendar days from ratification, the University shall:
 - a. Remove the bottom three salary points and remove the top salary point on Table 22. The new starting salary point (Salary Point 1 on the table in section 2.e. below) shall be equivalent to salary point 4 on the October 1, 2021 Table 22 scale;
 - b. Increase the new Table 22 salary point 1 by 7.5%;
 - c. Smooth increments to 7.75% between points;
 - d. GSRs appointed on the October 1, 2021 salary points 1, 2, and 3 shall be

moved to the new starting salary point (Salary Point 1) on the table in section 2.e. below.

e. As a result of the process in 2.a-2.d, the rates will be:

Salary Point	Annual Rate	50% FTE
1	\$61,080	\$30,540.00
2	\$65,814	\$32,907.00
3	\$70,915	\$35,457.50
4	\$76,411	\$38,205.50
5	\$82,333	\$41,166.50
6	\$88,714	\$44,357.00

3. Subsequent Annual General Range Adjustments

a. Effective October 1, 2023, the University shall increase the salary rates in Table 22 by approximately 6.4%. Implementation of the prospective annual increase 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. The rates are as follows:

Salary Point	Annual Rate	50% FTE
1	\$64,990	\$32,495.00
2	\$70,027	\$35,013.50
3	\$75,454	\$37,727.00
4	\$81,302	\$40,651.00
5	\$87,603	\$43,801.50
6	\$94,392	\$47,196.00

b. Placement on Salary Points (Effective October 1, 2023)

1. Experience for placement effective October 1, 2023, shall be counted as follows:
 - 1) GSRs' experience shall be determined as of June 30, 2023;
 - 2) Trainees/Fellows' experience between January 1, 2022- June 30, 2023, shall be used for placement.
2. Experience for placement effective October 1, 2024, shall be counted as

of June 30, 2024.

3. A GSR with at least two semesters/three quarters of experience (or equivalent length of service) in a bargaining unit position at 25% FTE or more per term at the same campus shall be placed at salary point 2 or higher.
4. A GSR with at least four semesters/six quarters of experience (or equivalent length of service) in a bargaining unit position at 25% FTE or more per term at the same campus shall be placed at salary point 3 or higher.
5. At the University's sole discretion, it may place GSRs at a higher salary point than the minimum.

c. Effective October 1, 2024, the University shall increase the salary rates in Table 22 by approximately 6.4%. Implementation of the prospective annual increase 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.

Salary Point	Annual Rate	50% FTE
1	\$69,129	\$34,564.50
2	\$74,487	\$37,243.50
3	\$80,260	\$40,130.00
4	\$86,481	\$43,240.50
5	\$93,184	\$46,592.00
6	\$100,406	\$50,203.00

C. GRADUATE STUDENT RESEARCH TRAINEES AND GRADUATE STUDENT RESEARCH FELLOWS

1. The wages provided to Graduate Student Research Trainees and Graduate Student Research Fellows are determined by their training grants or external fellowships. Trainees and Fellows shall continue to receive wages from their training grants or external fellowships through the local systems currently in place.
2. The University shall transition Trainees and Fellows to the GSR Scale effective October 1, 2023.

- a. When extramural agencies establish stipends at a rate less than the University-established wage minimum, and the campus elects to proceed with the appointment of a GSR, the campus shall provide additional funding to increase the wage rate to the next highest salary point on the GSR scale, if applicable.
- b. The University shall create a job code to provide a supplemental GSR appointment to provide for the additional funding.
- c. Trainees and Fellows shall also be eligible for experience-based progression pursuant to subsection B.3. above.

D. ABOVE-SCALE GRADUATE STUDENT RESEARCHERS

During the life of the Agreement, GSRs paid at a rate above the maximum of Table 22 shall receive a 2% annual increase on October 1st or will be placed on the appropriate salary point on Table 22, whichever increase is greater.

E. GSRAS AT LAWRENCE BERKELEY NATIONAL LABORATORY

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

F. PAST PRACTICES OF DEPARTMENTS, PROGRAMS, AND UNITS

Departments, programs, and units retain discretion to continue wage practices in existence at ratification that do not conflict with the terms of this Article.