

Article 12. SALARIES AND PAYROLL ADMINISTRATION

Section 1. Except for emeriti and those on post-retirement agreements, members exiting the AAUP bargaining unit and entering the AFT bargaining unit, as a result of a reduction in load, will be employed at salary rates no less than the minimum for the faculty rank at which they were formerly employed, provided that said rate is at least equal to the minimum set forth in Section 2 or Section 3, below.

Section 2. Minimums for Instructional Appointments. Minimum salaries for members of the bargaining unit who are employed as Lecturers, Adjunct faculty, or Emeritus faculty will be at a per credit rate of no less than the following:

Effective Winter Term 2008	\$710
Effective Fall Term 2008	\$746

Section 3. Minimums for Research Appointments.

Year 1: Members of the bargaining unit who are employed as Research Assistants or Research Associates will be appointed beginning winter term, at salary rates no less than the following:

Research Assistant	9-month	December 16, 2007	\$26,064
	12-month	January 1, 2008	\$31,740
Research Associate	9-month	December 16, 2007	\$28,089
	12-month	January 1, 2008	\$34,212

Year 2: Members of the bargaining unit who are employed as Research Assistants or Research Associates will be appointed at salary rates no less than the following:

Research Assistant	9-month	September 16, 2008	\$27,369
	12-month	October 1, 2008	\$33,336
Research Associate	9-month	September 16, 2008	\$29,502
	12-month	October 1, 2008	\$35,928

Section 4. Increases in Compensation Rates.

Year 1:

- All members of the bargaining unit employed as Lecturers, Adjunct faculty, or Emeritus faculty will receive a per credit raise of thirty-four dollars (\$34), effective December 16, 2007.
- All members of the bargaining unit employed as 9-month Research Assistants and Research Associates will receive an increase in their base salary rate of \$1,242 and \$1,341, respectively, effective December 16, 2007.

- All members of the bargaining unit employed as 12-month Research Assistants and Research Associates will receive an increase in their base salary rate of \$1,512 and \$1,632, respectively, effective January 1, 2008.

Year 2:

- All members of the bargaining unit employed as Lecturers, Adjunct faculty, or Emeritus faculty will receive a per credit raise of thirty-six dollars (\$36), effective September 16, 2008.
- All members of the bargaining unit employed as 9-month Research Assistants and Research Associates will receive an increase in their base salary rate of \$1,305 and \$1,413, respectively, effective September 16, 2008.
- All members of the bargaining unit employed as 12-month Research Assistants and Research Associates will receive an increase in their base salary rate of \$1,596 and \$1,716, respectively, effective October 1, 2008.

Section 5. Payroll Administration. Pay will be distributed for each term of the academic year and Summer session as follows: the first pay date for Fall term is October 31st, the first pay date for Winter term is January 31st, the first pay date for Spring term is April 30th, and the first pay date for the Summer term is July 31st.

The University agrees to make available upon request a pay advance of 15% of the total term pay. This advance will be available on the regular September or June payday, or as soon as possible thereafter. It will not have any taxes or other deductions taken. This advance will be deducted for the remaining paychecks during the term granted. A member will request the advance through the Human Resources office by completing and submitting a "Payroll Advance Request" form available on the HR web site. This pay advance method will only be available during Fall and Summer terms.

At other times, payroll advances may be requested using the regular payroll advance rules.