

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: July 14, 2008

Locator No.: OSER-0207-CLR/LR/PP

Subject: Information for Processing FY 2008-2009 Pay and Benefit Provisions for Employees Represented by the Milwaukee Graduate Assistants Association

This information is provided to assist appointing authorities in determining 2008-2009 fiscal year appointment rates and health insurance deductions for employees represented by the Milwaukee Graduate Assistants Association (MGAA), in accordance with the 2007-2009 collective bargaining agreement between the State of Wisconsin and the MGAA.

SECTION I. PROGRAM/PROJECT ASSISTANT AND TEACHING ASSISTANT SALARY RATES FOR ACADEMIC YEAR 2008-2009.

- A. Salary Rates.** The salary rates in the table below are for a 100%, full-time appointment for the academic year basis or annual basis as noted. The salary rate paid to an employee will be prorated according to the full-time-equivalent (FTE) of that employee's appointment. This FTE-prorated rate is then divided by the number of pay periods in the duration of the appointment (nine pay periods for a full academic year appointment, twelve pay periods for an annual appointment) to calculate the pay rate for each monthly pay period. An appointment for less than a full calendar year or full academic year is also prorated on that basis.

Appointment Type	Full-Time Rate	Effective Date
<u>TA – Academic Basis</u>		
Non-Doctoral Year 1	\$22,754	August 18, 2008
Non-Doctoral Year 2	\$23,011	August 18, 2008
Doctoral	\$26,378	August 18, 2008
Dissertator	\$31,897	August 18, 2008
<u>PA – Academic Basis</u>		
Non-Doctoral	\$20,531	August 18, 2008
Doctoral	\$23,780	August 18, 2008
Dissertator	\$28,583	August 18, 2008
<u>PA – Annual Basis</u>		
Non-Doctoral	\$25,118	July 1, 2008
Doctoral	\$29,093	July 1, 2008
Dissertator	\$34,959	July 1, 2008

SECTION II. PROGRAM/PROJECT ASSISTANT AND TEACHING ASSISTANT SALARY RATES EFFECTIVE JUNE 2009.

The salary rates in the table below are for a 100%, full-time appointment for the academic year basis or annual basis as noted. The salary rate paid to an employee will be prorated according to the FTE of that employee's appointment. This FTE-prorated rate is then divided by the number of pay periods in the duration of the appointment (nine pay periods for a full academic year appointment, twelve pay periods for an annual appointment) to calculate the pay rate for each monthly pay period. An appointment for less than a full calendar year or full academic year is also prorated on that basis.

Appointment Type	Full-Time Rate	Effective Date
<u>TA – Academic Basis</u>		
Non-Doctoral Year 1	\$23,209	*
Non-Doctoral Year 2	\$23,471	*
Doctoral	\$26,906	*
Dissertator	\$32,535	*
<u>PA – Academic Basis</u>		
Non-Doctoral	\$20,942	*
Doctoral	\$24,256	*
Dissertator	\$29,155	*
<u>PA – Annual Basis</u>		
Non-Doctoral	\$25,620	June 1, 2009
Doctoral	\$29,675	June 1, 2009
Dissertator	\$35,658	June 1, 2009

*The effective date for academic basis appointments will be the beginning of the pay period in which June 7, 2009, occurs.

SECTION III. SUMMER APPOINTMENTS

Employees who teach in the summer are compensated at the rate of 1/9 of the academic-year full-time rate for each four-week full-time summer appointment period. All summer session appointments shall be prorated for length of the appointment period and anticipated hours of work expected. (See Article V, Section 10 of the Agreement for details on summer session work expectations for teaching assistants and examples of prorated appointments.)

SECTION IV. WEEKEND AND DISTANCE PAY DIFFERENTIALS

A. Weekend Differential. Continuing as before, any TA appointed to teach a course taught on the weekend between the hours of 6:00 p.m. on Friday and 6:00 a.m. on Monday will be compensated with an additional 1% appointment per course assignment per semester.

B. Distance Differential. Continuing as before, any TA appointed to teach a course taught at a remote site away from the Kenwood campus where the employee must be physically present at this remote site to teach will be compensated with an additional 1% appointment per course per semester.

These two differentials are provided pursuant to Article V, Section 11 of the Agreement.

SECTION V. EMPLOYEE SHARE OF HEALTH INSURANCE PREMIUMS

Pursuant to Article XI, Section 1 of the Agreement, effective for health insurance coverage beginning January 2009, the employee share of the health insurance premiums will increase to the following rates:

	Single	Family
Tier 1	\$15.50	\$ 39.00
Tier 2	\$34.50	\$ 86.50
Tier 3	\$82.00	\$206.00

SECTION VI. REFERRAL OF QUESTIONS

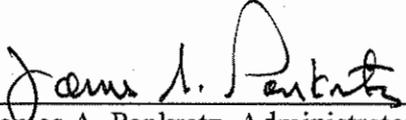
Employees with questions regarding the provisions contained in this bulletin should contact their agency Human Resources or Payroll Office directly.

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to the Bureau of Compensation, John Wiesman (608) 266-1418, E-mail John.Wiesman@wisconsin.gov.

Questions regarding *all other contract provisions* should be referred to the UW-Milwaukee Labor Relations Coordinator, Shannon Bradbury (414) 229-6480, E-mail: sb8@uwm.edu.

Questions concerning **payroll processing or file maintenance** procedures should be referred to:

UWS-Service Center: Payroll and Financial Services (608) 262-3558



 James A. Pankratz, Administrator
 Division of Compensation & Labor Relations

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