

Red: Union language

Underlined: Corporation language accepted

Black: Agreed upon language

ARTICLE XX:
COMPENSATION

The ~~University~~ Union offers this proposal on Compensation with the understanding that the parties are still negotiating the titles included in the bargaining unit in ARTICLE XX: Titles and Classification, ~~and~~ the workload of unit members in ARTICLE XX: Workload, ~~and~~ implementation procedure in APPENDIX XX: Implementation. It is understood that this article may be modified based on the inclusion of certain positions and any modification to the titles of such positions. The ~~University~~ Union further reserves the right to modify this proposal to account for changes in negotiations around appropriate workload ~~and~~ implementation procedure.

Section A. The salaries defined in this Article are minimum annual rates, unless otherwise stated. The ~~University~~ Corporation is not precluded from providing compensation at rates above the minimums required by this Article.

Section B. ~~Upon ratification of this contract all Employees shall be assigned to the step corresponding to the number of years they have been in the position (or equivalent position).~~

Upon ratification of this contract all Employees shall be assigned to the step corresponding to the number of years they have been in the position (or equivalent position). When an Employee has been in their position (or equivalent position) more years than there are steps at that rank, they shall be placed in the top step.

Section DC. ~~Effective upon ratification of this Agreement, or upon ratification of this Agreement, whichever is later, all Employees employed by the ~~University~~ Corporation in a bargaining unit position as of April 1, 2026 and still employed in a bargaining unit position on July 1, 2026 shall receive an across-the-board salary increase of ~~3.0%-17%~~ added to their FY 26 base salary. For Employees who were not employed by the Corporation prior to April 1, 2026, their salary shall be maintained except as modified by the provisions below. For all Employees:~~

1. If the resulting salary is below the new minimums prescribed by this Article, that Employee's salary shall be increased to the new minimum.
2. All Employees as of July 1st 2026 shall retroactively be granted back-pay upon ratification of the contract for the time period between July 1st, 2026 and ratification.

3. Employees hired after July 1st, 2026 shall be granted back-pay upon ratification of the contract for the time period between their start date and ratification.

~~**Section D.** For FY 29, each Employee employed by the University in a bargaining unit position on April 1, 2028 and still employed in a bargaining unit position on July 1, 2028 shall receive an across-the-board salary increase of 3.0% on July 1, 2028 added to their FY 28 base salary.~~

~~**Section E.** For FY 30, each Employee employed by the University in a bargaining unit position on April 1, 2029 and still employed in a bargaining unit position on July 1, 2029 shall receive an across-the-board salary increase of 3.0 % on July 1, 2029 added to their FY 29 base salary.~~

~~**Section F.** For FY 31, each Employee employed by the University in a bargaining unit position on April 1, 2030 and still employed in a bargaining unit position on July 1, 2030 shall receive an across-the-board salary increase of 3.25 % on July 1, 2030 added to their FY 30 base salary.~~

Section GD. All salary minima here are based on a 1.0 FTE expectation of workload as laid out in Article XX (Workload). Salaries for FTE less than or greater than 1.0 FTE shall be prorated accordingly, unless otherwise stated.

~~**Section H.** Effective with the ratification of this Agreement June 30, 2026, any automatic step salary systems in any of the Schools that were in existence at the time of ratification of this Agreement will be eliminated.~~

~~**Section HE.** Effective June 30, 2026, any automatic step salary systems in any of the Schools that were in existence at the time of ratification of this Agreement will be eliminated.~~ All Employees shall move between steps within a given title automatically for every year of service unless already at the maximum step for that title.

1. Where appropriate, due to prior experience, new hires may be placed into a higher step at the time of their hire.
2. Employees shall move up one step each year. Upon moving between steps, Employees shall receive a 2% step increase as well as a 4% cost of living increase on their previous salary, or the minimum for their new step, whichever is higher.
3. Any Employee that is at the maximum step for their title or in a title without steps shall receive an annual wage increase of 5%.
4. Any Employee who is promoted (e.g. Lecturer I Step 3 to Lecturer II Step 1) shall receive a promotion raise of at least 5% as well as a 4% cost of living increase.

Section HF. Nothing in this Agreement shall preclude the ~~University~~ Corporation from providing one-time non-continuing bonuses for rewarding outstanding professional contributions to the

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University. The ~~University~~ Corporation retains the right to award such bonuses under this section. It shall not be under any obligation to make such awards.

Section J — ~~Minimum starting salaries~~

~~All minimum salaries shall be increased by one-half the across the board increase for each year of the contract. Below is an illustration of how this would look for FY 27, with a 3% across the board increase and a corresponding 1.5% increase in the minima for all classifications~~

	FY 26	FY 27 (upon ratification) (1/2 the ATB)
<u>Instructional positions</u>		
Lecturer (FAS/SEAS)	\$70,300	
Lecturer I (FAS/SEAS/HMS)		71,355
Preceptors (FAS/SEAS)	\$70,300	---
Lecturer- Section Head (FAS/SEAS/HMS)		71,355
Annual Lecturer (FAS/SEAS/HMS)	70,300	71,355
College Fellows (FAS/SEAS)	70,300	71,355
12-month Preceptor (FAS/SEAS)	\$82,000	
Lecturer-Section Head 12-mo (FAS/SEAS)		83,230
Math Preceptors (FAS/SEAS)	\$83,600	
Lecturer-Section Head Math (FAS)		84,854
FAS Benjamin Peirce Fellows (Math)	\$93,100	94,497
Associate Senior Lecturer (FAS/SEAS)	--	97,700
Temporary Course Instructor (HMS)	65,750	69,760
Course Lead (HMS)	70,300	71,355
Instructor, (HMS)	70,300	71,355
Lecturer, Adjunct (HDS)		(part time rates below)

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~~Instructor, Adjunct (HDS) (part time rates below)~~

Teaching Assistant (junior rate)	58,600	62,170
Teaching Assistant (senior rate)*	65,750	69,760

~~*Senior rate is for TAs who have an advanced degree in a relevant field or two years of college-level teaching.~~

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FY 26	FY 27
	(upon ratification)
	(1/2 the ATB)

~~**Research positions**~~

Postbaccalaureate Researcher	\$55,000---	55,825
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Postdoctoral Researcher (FAS)	\$67,600	68,614
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Postdoctoral Researcher (HMS)	\$72,000	73,080
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Postdoctoral Researcher, specialist (HMS)	\$87,000	88,305
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Senior Postdoctoral Researcher (HMS)	\$87,000	88,305
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Research associates (FAS/SEAS)	\$68,964	69,998
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~~The following staff **professional positions** will be paid at the indicated University grade level and pay range, with the following minimum salaries:~~

Researcher II	56	68,100	69,121
Research III	57	76,400	77,546
Senior Researcher I	58	87,700	89,016
Senior Research II	59	102,300	103,835

Scientist I	58	87,700	89,016
Scientist II	59	102,300	103,835

Research Core Engineer II	56	68,100	69,121
Research Core Engineer III	57	76,400	77,546

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Research Core Engineer IV	58	87,700	89,016
Research Core Engineer V	59	102,300	103,835
Research Core Scientist II	56	68,100	69,121
Research Core Scientist III	57	76,400	77,546
Research Core Scientist IV	58	87,700	89,016
Research Core Scientist V	59	102,300	103,835
Engineer	56	68,100	69,121
Mechanical Engineer II	57	76,400	77,546
Engineer	58	87,700	89,016
Engineer III	59	102,300	103,835
Curriculum and Pedagogy Manager	57	76,400	77,546

Section MG. Special Provisions

~~1. Part time teaching rates for lecturers and instructors in HDS shall be as follows (reflects 3% increases):~~

- ~~a. \$11,845 per four credit course upon ratification~~
- ~~b. \$12,200 per four credit course in AY 28~~
- ~~c. \$12,566 per four credit course in AY 29~~
- ~~d. \$12,974 per four credit course in AY 30~~
- ~~e. \$13,363 per four credit course in AY 31~~

1. Part-time teaching rates for lecturers and instructors in HDS shall be as follows ~~(reflects 3% increases):~~

- a. \$13,455 per four credit course in AY26–27
- b. \$14,128 per four credit course in AY27–28
- c. \$14,834 per four credit course in AY28–29.
- ~~a. \$11,845 per four credit course upon ratification~~
- ~~b. \$12,200 per four credit course in AY 28~~
- ~~c. \$12,566 per four credit course in AY 29~~
- ~~d. \$12,974 per four credit course in AY 30~~
- ~~e. \$13,363 per four credit course in AY 31~~

2. FAS and HMS part time teaching rates.

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- a. Part time teaching minimum rates shall be a pro-rated salary based on whatever the full-time teaching load is in that academic unit for the full-time equivalent. For example, if a lecturer is hired to teach one course a semester and the regular full-time load for a lecturer in that academic unit is four 4-credit courses per year, then the part-time lecturer will be paid 0.25 of the minimum full-time salary for lecturers (.22 of the minimum in HMS).
- b. HMS Temporary Course Instructors shall be compensated at no less than the Teaching Assistant(senior rate) Lecturer-H yearly rate, pro-rated per course.
- c. HMS Course Leads shall be compensated at no less than the Lecturer I yearly rate, pro-rated per course.
3. ~~All minimum salaries shall increase by one-half (1/2) of the across-the-board increase for FY 28 and FY 29.~~
4. Annual Lecturers shall be compensated at the same rates as Lecturer I and be eligible for step increases based on length of service.
5. Briggs-Copeland Lecturers shall be paid no less than the minimum for Lecturer III.
6. Academic Directors shall be paid no less than the minimum for Lecturer II
7. Research Fellows shall be compensated no less than the minimum for Senior Postdoctoral Research Fellows
8. Postdoctoral Researcher, Specialist (HMS Only) shall be compensated no less than the minimum for Senior Postdoctoral Research Fellows
9. HMS Instructors shall be compensated at no less than the Lecturer-H Senior Postdoctoral Research Fellow rate.
10. For certain bargaining unit positions where there are no minimum starting salaries, the ~~University retains the right to determine the appropriate starting salary.~~ Corporation and Union will bargain over the salaries for those positions.
- ~~11. Promotion increases. The following minimum increases will be provided for promotions:—~~

~~Track A or B Lecturer I to Track A or B Lecturer II: — 3% increase to base~~

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~~Track A or B Lecturer II to Track A or B Lecturer III: 3% increase to base~~

~~Postdoctoral Researcher to Senior Postdoctoral Researcher 3% increase to base~~

~~Senior Postdoctoral Researcher to Research Scientist 3% increase to base~~

~~Research Scientist to Senior Research Scientists 3% increase to base~~

Section H. Minimum Compensation

Lecturers

	Step	FY 27	FY 28	FY 29
Lecturer I	1	\$82,251.00	\$85,541.04	\$88,962.68
	2	\$83,896.02	\$87,251.86	\$90,741.94
	3	\$85,573.94	\$88,996.90	\$92,556.77
Lecturer II	1	\$89,852.64	\$93,446.74	\$97,184.61
	2	\$91,649.69	\$95,315.68	\$99,128.30
	3	\$93,482.68	\$97,221.99	\$101,110.87
	4	\$95,352.34	\$99,166.43	\$103,133.09
	5	\$97,259.38	\$101,149.76	\$105,195.75
Lecturer III	1	\$102,122.35	\$106,207.25	\$110,455.54

College Fellows

	Step	FY 27	FY 28	FY 29
College Fellow	1	\$82,025.66	\$85,306.69	\$88,718.95
	2	\$83,666.17	\$87,012.82	\$90,493.33
	3	\$85,339.50	\$88,753.08	\$92,303.20
	4	\$87,046.29	\$90,528.14	\$94,149.26
	5	\$88,787.21	\$92,338.70	\$96,032.25

Curriculum and Pedagogy Manager

	FY 27	FY 28	FY 29
Curriculum and Pedagogy Manager	\$99,450.00	\$103,428.00	\$107,565.12

Benjamin Pierce Fellow

	Step	FY 27	FY 28	FY 29
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Benjamin Pierce	1	\$108,927.00	\$113,284.08	\$117,815.44
	2	\$111,105.54	\$117,202.99	\$121,891.11
	3	\$113,327.65	\$119,547.05	\$124,328.93
	4	\$115,594.20	\$121,937.99	\$126,815.51
	5	\$117,906.09	\$124,376.75	\$129,351.82

Associate Senior Lecturer

	FY 27	FY 28	FY 29
Associate Senior Lecturer	\$122,555.04	\$127,457.24	\$132,555.53

Teaching Assistants

	FY 26	FY 27	FY 28
Teaching Assistants	\$84,886.29	\$91,413.00	\$95,983.65

Postdoctoral Researchers

	Step	FY 27	FY 28	FY 29
Postdoctoral Research Fellow	1	\$80,730.00	\$83,959.20	\$87,317.57
	2	\$82,344.60	\$85,638.38	\$89,063.92
	3	\$83,991.49	\$87,351.15	\$90,845.20
	4	\$85,671.32	\$89,098.17	\$92,662.10
	5	\$87,384.75	\$90,880.14	\$94,515.34
	6	\$89,132.44	\$92,697.74	\$96,405.65

	Step	FY 27	FY 28	FY 29
Senior Postdoctoral Research Fellow	1	\$102,492.00	\$106,591.68	\$110,855.35
	2	\$104,541.84	\$108,723.51	\$113,072.45
	3	\$106,632.68	\$110,897.98	\$115,333.90
	4	\$108,765.33	\$113,115.94	\$117,640.58
	5	\$110,940.64	\$115,378.26	\$119,993.39

Research Fellows shall be compensated no less than the minimum for Senior Postdoctoral Research Fellows

Postdoctoral Researcher, Specialist (HMS Only) shall be compensated no less than the minimum for Senior Postdoctoral Research Fellows

Postbaccalaureate Fellow

	FY 27	FY 28	FY 29
Postbaccalaureate Fellow	\$64,150.62	\$66,716.64	\$69,385.31

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Research Scientists

	Step	FY 27	FY 28	FY 29
Research Scientist	1	\$108,089.91	\$112,413.51	\$116,910.05
	2	\$110,251.71	\$114,661.78	\$119,248.25
	3	\$112,456.75	\$116,955.02	\$121,633.22
	4	\$114,705.88	\$119,294.12	\$124,065.88
	5	\$117,000.00	\$121,680.00	\$126,547.20
Senior Research Scientists	1	\$136,375.58	\$141,830.60	\$147,503.82
	2	\$139,103.09	\$144,667.21	\$150,453.90
	3	\$141,885.15	\$147,560.55	\$153,462.98
	4	\$144,722.85	\$150,511.77	\$156,532.24
	5	\$147,617.31	\$153,522.00	\$159,662.88
Principal Research Scientist	1	\$167,791.38	\$174,503.03	\$181,483.16
	2	\$171,147.21	\$177,993.09	\$185,112.82
	3	\$174,570.15	\$181,552.96	\$188,815.07
	4	\$178,061.55	\$185,184.02	\$192,591.38
	5	\$181,622.78	\$188,887.70	\$196,443.20

Researchers: Humanities and Social Sciences

	FY 27	FY 28	FY 29
Researcher II	\$91,260.00	\$94,910.40	\$98,706.82
Researcher III	\$125,190.00	\$130,197.60	\$135,405.50
Senior Researcher I	\$134,550.00	\$139,932.00	\$145,529.28
Senior Researcher II	\$154,732.50	\$160,921.80	\$167,358.67

Researchers: Natural Sciences

	FY 27	FY 28	FY 29
Researcher II	\$102,960.20	\$107,078.61	\$111,361.75
Researcher III	\$116,157.65	\$120,803.96	\$125,636.11
Scientist I	\$144,187.26	\$149,954.75	\$155,952.94
Scientist II	\$173,024.71	\$179,945.70	\$187,143.53

Staff Scientists & Engineers

	Step	FY 27	FY 28	FY 29
Research Core Scientist/Engineer II	1	\$114,994.29	\$119,594.06	\$124,377.82
	2	\$117,294.17	\$121,985.94	\$126,865.38
	3	\$119,640.05	\$124,425.66	\$129,402.68
	4	\$122,032.86	\$126,914.17	\$131,990.74

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	5	\$124,473.51	\$129,452.45	\$134,630.55
Research Core Scientist/Engineer III	1	\$129,860.17	\$135,054.57	\$140,456.76
	2	\$132,457.37	\$137,755.67	\$143,265.89
	3	\$135,106.52	\$140,510.78	\$146,131.21
	4	\$137,808.65	\$143,321.00	\$149,053.84
	5	\$140,564.82	\$146,187.42	\$152,034.91
	6	\$143,376.12	\$149,111.16	\$155,075.61
	7	\$146,243.64	\$152,093.39	\$158,177.12
	8	\$149,168.51	\$155,135.25	\$161,340.66
Research Core Scientist/Engineer IV	1	\$156,003.28	\$162,243.41	\$168,733.14
	2	\$159,123.34	\$165,488.28	\$172,107.81
	3	\$162,305.81	\$168,798.04	\$175,549.96
Research Core Scientist/Engineer V	1	\$170,918.32	\$177,755.05	\$184,865.25
	2	\$174,336.69	\$181,310.15	\$188,562.56
	3	\$177,823.42	\$184,936.36	\$192,333.81

Technical Engineer Staff

	Step	FY 27	FY 28	FY 29
Engineer I (56)	1	\$95,004.00	\$98,804.16	\$102,756.33
	2	\$96,904.08	\$100,780.24	\$104,811.45
	3	\$98,842.16	\$102,795.85	\$106,907.68
	4	\$100,819.00	\$104,851.77	\$109,045.84
	5	\$102,835.38	\$106,948.80	\$111,226.75
	6	\$104,892.09	\$109,087.78	\$113,451.29
Engineer II (57)	1	\$108,996.81	\$113,356.68	\$117,890.95
	2	\$111,176.74	\$115,623.81	\$120,248.77
	3	\$113,400.28	\$117,936.29	\$122,653.74
	4	\$115,668.28	\$120,295.01	\$125,106.82
	5	\$117,981.65	\$122,700.91	\$127,608.95
	6	\$120,341.28	\$125,154.93	\$130,161.13
	7	\$122,748.11	\$127,658.03	\$132,764.35
	8	\$125,203.07	\$130,211.19	\$135,419.64
	9	\$127,707.13	\$132,815.42	\$138,128.03
	10	\$130,261.27	\$135,471.72	\$140,890.59
Engineer III (58)	1	\$139,049.73	\$144,611.72	\$150,396.19
	2	\$141,830.73	\$147,503.96	\$153,404.11
	3	\$144,667.34	\$150,454.03	\$156,472.20
	4	\$147,560.69	\$153,463.11	\$159,601.64

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	5	\$150,511.90	\$156,532.38	\$162,793.67
	6	\$153,522.14	\$159,663.02	\$166,049.55
	7	\$156,592.58	\$162,856.29	\$169,370.54
	8	\$159,724.43	\$166,113.41	\$172,757.95
Engineer IV (59)	1	\$168,470.42	\$175,209.24	\$182,217.61
	2	\$171,839.83	\$178,713.43	\$185,861.96
	3	\$175,276.63	\$182,287.69	\$189,579.20
	4	\$178,782.16	\$185,933.45	\$193,370.79
	5	\$182,357.80	\$189,652.12	\$197,238.20
	6	\$186,004.96	\$193,445.16	\$201,182.97
	7	\$189,725.06	\$197,314.06	\$205,206.62
Engineer V (60)	1	\$198,295.98	\$206,227.81	\$214,476.93
	2	\$202,261.89	\$210,352.37	\$218,766.47
	3	\$206,307.13	\$214,559.42	\$223,141.79