State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: September 7, 2006	Subject: Information for Processing FY 2006-2007 Pay and Benefit Provisions for Employees represented by the Milwaukee Graduate Assistants Association
Locator No.: OSER-0138-CLR/LR/PP	

This information is provided to assist appointing authorities in determining 2006-2007 fiscal year appointment rates and health insurance deductions for employees represented by the Milwaukee Graduate Assistants Association (MGAA). The pay rates and health insurance deductions are granted in accordance with the collective bargaining agreement between the State of Wisconsin and the MGAA.

SECTION I. PROGRAM/PROJECT ASSISTANT AND TEACHING ASSISTANT SALARY RATES FOR THE BEGINNING OF ACADEMIC YEAR 2006-2007.

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
TA – Academic Basis		
Non-Doctoral Year 1	$21,600	August 21, 2006
Non-Doctoral Year 2	$21,850	August 21, 2006
Doctoral	$23,401	August 21, 2006
Dissertator	$30,277	August 21, 2006
PA – Academic Basis		
Non-Doctoral	$19,488	August 21, 2006
Doctoral	$21,098	August 21, 2006
Dissertator	$27,132	August 21, 2006
PA – Annual Basis		
Non-Doctoral	$23,842	July 1, 2006
Doctoral	$25,810	July 1, 2006
Dissertator	$33,185	July 1, 2006

B. **Non-Doctoral Year 2 Appointment.** A Teaching Assistant (TA) will be eligible for the Non-Doctoral Year 2 pay rate if he/she has completed a TA appointment of 33% or greater at UW-Milwaukee for at least two full academic semesters. Appointments at lesser percentages (less than 33%), in other combinations of appointment (graduate PA, fellowship, etc.) or during other

calendar sessions (summer, UWinteriM) will not qualify to make the employee eligible. The Non-Doctoral Year 2 rate will not begin with a summer session, but will start with the next academic semester after the requisite appointment for two semesters as a TA at 33% or greater.

SECTION II. PROGRAM/PROJECT ASSISTANT AND TEACHING ASSISTANT SALARY RATES EFFECTIVE MARCH OR APRIL 2007.

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
TA – Academic Basis		
Non-Doctoral Year 1	$22,088	March 22, 2007
Non-Doctoral Year 2	$22,338	March 22, 2007
Doctoral	$23,930	March 22, 2007
Dissertator	$30,962	March 22, 2007
PA – Academic Basis		
Non-Doctoral	$19,929	March 22, 2007
Doctoral	$21,575	March 22, 2007
Dissertator	$27,745	March 22, 2007
PA – Annual Basis		
Non-Doctoral	$24,382	April 1, 2007
Doctoral	$26,393	April 1, 2007
Dissertator	$33,934	April 1, 2007

SECTION III. SUMMER APPOINTMENTS

Employees who teach in the summer are compensated at the rate of 1/9 of their 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 labor 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.

SECTION V. EMPLOYEE SHARE OF HEALTH INSURANCE PREMIUMS

The three-tier model for health insurance plans continues. For covered employees, the employee share of the health insurance premiums is as follows:

Employee Monthly Contribution for 2006 Coverage Months

	Single	Family
Tier 1	$11.00	$ 27.50
Tier 2	$25.00	$ 62.50
Tier 3	$50.00	$125.00

Employee Monthly Contribution for 2007 Coverage Months

	Single	Family
Tier 1	$13.50	$ 34.00
Tier 2	$30.00	$ 75.00
Tier 3	$71.50	$179.00

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 Bureau of Labor Relations, Bert St. Louis (608) 266-9992, E-mail: Bert.StLouis@wisconsin.gov.

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

JAP:JMW