

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: July 1, 2008

Locator No.: OSER-0195-CLR/LR/PP

Subject: Information for Processing FY 2007-2008 Pay and Benefit Provisions for Employees represented by the Milwaukee Graduate Assistants Association

This information is provided to assist appointing authorities in determining 2007-2008 fiscal year appointment rates and lump sum payments 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 2007-2008.

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	\$22,529	*
Non-Doctoral Year 2	\$22,784	*
Doctoral	\$24,409	*
Dissertator	\$31,581	*
<u>PA – Academic Basis</u>		
Non-Doctoral	\$20,328	*
Doctoral	\$22,007	*
Dissertator	\$28,300	*
<u>PA – Annual Basis</u>		
Non-Doctoral	\$24,870	*
Doctoral	\$26,921	*
Dissertator	\$34,613	*

*Effective the pay period that includes the effective date of the Agreement, or as soon thereafter as administratively feasible, including a lump sum payment for the delay in implementation of the Agreement. See Section II of this bulletin for administrative instruction on providing the lump sum payment.

SECTION II. LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE 2007-2009 AGREEMENT

A. Eligible Employees

1. Any graduate assistant with an annual basis appointment employed between July 1, 2007 and the effective date of the Agreement.
2. Any graduate assistant with an academic year basis appointment employed during the 2007-2008 academic year.

B. Amount of Payment

The lump sum payment for each eligible graduate assistant shall be equal to the earnings the graduate assistant would have received if the Agreement had been implemented by July 1, 2007, minus the earnings the graduate assistant actually received for employment between July 1, 2007 and the implementation date of the new 2007-2008 pay schedule.

C. Administrative Intent and Limits

The University of Wisconsin System Service Center will make a reasonable attempt to provide this lump sum payment to every eligible graduate assistant. However, extraordinary attempts will not be made in cases when the graduate assistant is no longer employed and the necessary address and/or contact information is not readily available or easily obtained.

SECTION III. REFERRAL OF QUESTIONS

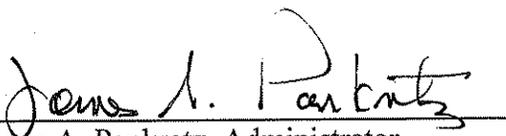
Employees with questions regarding the provisions contained in this bulletin should contact their agency Human Resources or Payroll Office directly.

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
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