

ARTICLE XX. COMPENSATION
HAW-UAW Proposal March 31, 2026

ARTICLE XX: Compensation

The 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. 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 union further reserves the right to modify this proposal to account for changes in negotiations around appropriate workload.

Section A.

1. The salary ranges defined in this article are minimum annual rates, unless otherwise stated. The Corporation is not precluded from providing compensation at rates above the minimums required by this Article.
2. 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).
3. All Employees shall receive a one-time 20% salary increase. If the resulting salary is below the new minimums prescribed by this Article, that Employee's salary shall be increased to the new minimum.
4. All salary ranges 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.
5. Salary increases shall go into effect from July 1st 2026. All employees as of July 1st 2026 will retroactively be granted back-pay upon ratification of the contract for the time period between July 1st, 2026 and ratification.
6. 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.
7. Where appropriate, due to prior experience, new hires may be placed into a higher step at the time of their hire.
8. Employees moving between steps will receive a 3% step increase as well as 5% cost of living increase every year.

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9. 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%.
10. Nothing in this Agreement shall preclude the Corporation from providing one time non-continuing bonuses for rewarding outstanding professional contributions to the University. The Corporation retains the rights to award such bonuses under this section. It shall not be under any obligation to make such awards.
11. All Employees in the bargaining unit on active payroll at the ratification of the contract shall receive a one-time immediate bonus of \$3000.

Section B.

Lecturers

Title	Step	Salary FY 26	Salary FY 27	
Lecturer I	1	\$87,480.00	\$91,854.00	\$96,446.70
Lecturer I	2	\$90,104.40	\$94,609.62	\$99,340.10
Lecturer I	3	\$92,807.53	\$97,447.91	\$102,320.30
Lecturer II	1	\$97,447.91	\$102,320.30	\$107,436.32
Lecturer II	2	\$100,371.35	\$105,389.91	\$110,659.41
Lecturer II	3	\$103,382.49	\$108,551.61	\$113,979.19
Lecturer II	4	\$106,483.96	\$111,808.16	\$117,398.57
Lecturer II	5	\$109,678.48	\$115,162.40	\$120,920.52
Lecturer III	1	\$115,162.40	\$120,920.52	\$126,966.55

- Annual Lecturers shall be compensated at the same rates as Lecturer I and be eligible for step increases based on length of service.
- HMS Course Instructors shall be compensated no less than Lecturer II yearly rate pro-rated per course.
- Briggs-Copeland Lecturers shall be paid no less than the minimum for Lecturer III.

College Fellows

College Fellow	Step	Salary FY 26	FY 27	FY 28
	1	\$84,130.00	\$88,336.50	\$92,753.33
	2	\$86,653.90	\$90,986.60	\$95,535.92
	3	\$89,253.52	\$93,716.19	\$98,402.00

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	4	\$91,931.12	\$96,527.68	\$101,354.06
	5	\$94,689.06	\$99,423.51	\$104,394.68

Curriculum and Pedagogy Manager

Title	Salary FY 26	FY 27	FY 28
Curriculum and Pedagogy Manager	\$102,000.00	\$107,100.00	\$112,455.00

Benjamin Pierce Fellow

Benjamin Pierce	Step	Salary FY27	FY28	FY29
	1	\$111,720.00	\$117,306.00	\$123,171.30
	2	\$115,071.60	\$120,825.18	\$126,866.44
	3	\$118,523.75	\$124,449.94	\$130,672.43
	4	\$122,079.46	\$128,183.43	\$134,592.61
	5	\$125,741.84	\$132,028.94	\$138,630.38

Associate Senior Lecturer

Title	Salary FY 26	FY 27	FY 28
Associate Senior Lecturer	\$124,650.00	\$130,882.50	\$137,426.63

Teaching Assistants

Title	Salary FY 26	FY 27	FY 28
Teaching Assistants	\$87,060.00	\$91,413.00	\$95,983.65

Adjunct Instructor/Lecturer (HDS)

Title	Salary FY 26	FY 27	FY 28
Adjunct Instructor/Lecturer (HDS)	\$82,800.00	\$86,940.00	\$91,287.00

Postdoctoral Researchers

Postdoctoral Research Fellow	Step	Salary FY 26	FY 27	FY 28
	1	\$84,365.00	\$88,583.25	\$93,012.41
	2	\$86,895.95	\$91,240.75	\$95,802.78
	3	\$89,502.83	\$93,977.97	\$98,676.87
	4	\$92,187.91	\$96,797.31	\$101,637.17

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	5	\$94,953.55	\$99,701.23	\$104,686.29
	6	\$97,802.16	\$102,692.27	\$107,826.88

Senior Postdoctoral Research Fellow	Step	Salary FY 26	FY 27	FY 28
	1	\$106,800.00	\$112,140.00	\$117,747.00
	2	\$110,004.00	\$115,504.20	\$121,279.41
	3	\$113,304.12	\$118,969.33	\$124,917.79
	4	\$116,703.24	\$122,538.41	\$128,665.33
	5	\$120,204.34	\$126,214.56	\$132,525.29

- 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

Title	Salary FY26	FY 27	FY 28
Postbaccalaureate Fellow	\$65,770.00	\$69,058.50	\$72,511.43

Research Scientists

Research Scientist	Step	Salary FY26	FY27	FY 28
	1	\$119,670.00	\$125,653.50	\$131,936.18
	2	\$123,260.10	\$129,423.11	\$135,894.26
	3	\$126,957.90	\$133,305.80	\$139,971.09
	4	\$130,766.64	\$137,304.97	\$144,170.22
	5	\$134,689.64	\$141,424.12	\$148,495.33
Senior Research Scientists	1	\$144,530.00	\$151,756.50	\$159,344.33
	2	\$148,865.90	\$156,309.20	\$164,124.65
	3	\$153,331.88	\$160,998.47	\$169,048.39
	4	\$157,931.83	\$165,828.42	\$174,119.85
	5	\$162,669.79	\$170,803.28	\$179,343.44
Principal Research Scientist	1	\$170,803.28	\$179,343.44	\$188,310.61

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	2	\$175,927.38	\$184,723.74	\$193,959.93
	3	\$181,205.20	\$190,265.46	\$199,778.73
	4	\$186,641.35	\$195,973.42	\$205,772.09
	5	\$192,240.59	\$201,852.62	\$211,945.25

Researchers: Humanities and Social Sciences

Title	Salary FY 26	FY 27	FY 28
Researcher II	\$103,290.00	\$108,454.50	\$113,877.23
Researcher III	\$136,790.00	\$143,629.50	\$150,810.98
Senior Researcher I	\$153,204.80	\$160,865.04	\$168,908.29
Senior Researcher II	\$171,589.38	\$180,168.84	\$189,177.29

Researchers: Natural Sciences

Title	Salary FY 26	FY 27	FY 28
Researcher II	\$105,290.00	\$110,554.50	\$116,082.23
Researcher III	\$122,210.00	\$128,320.50	\$134,736.53
Scientist I	\$146,652.00	\$153,984.60	\$161,683.83
Scientist II	\$175,982.40	\$184,781.52	\$194,020.60

Staff Scientists & Engineers

Title	Salary FY 26	FY 27	FY 28
Staff Scientist/Engineer I	\$116,960.00	\$122,808.00	\$128,948.40
Staff Scientist/Engineer II	\$120,468.80	\$126,492.24	\$132,816.85
Staff Scientist/Engineer III	\$124,082.86	\$130,287.01	\$136,801.36
Senior Scientist/Engineer I	\$132,080.00	\$138,684.00	\$145,618.20
Senior Scientist/Engineer II	\$136,042.40	\$142,844.52	\$149,986.75
Senior Scientist/Engineer III	\$140,123.67	\$147,129.86	\$154,486.35
Principal Scientist/Engineer I	\$158,670.00	\$166,603.50	\$174,933.68
Principal Scientist/Engineer II	\$163,430.10	\$171,601.61	\$180,181.69
Principal Scientist/Engineer III	\$168,333.00	\$176,749.65	\$185,587.14
Senior Principal Scientist I	\$173,840.00	\$182,532.00	\$191,658.60
Senior Principal Scientist II	\$179,055.20	\$188,007.96	\$197,408.36

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Senior Principal Scientist III	\$184,426.86	\$193,648.20	\$203,330.61
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Technical Engineer Staff

Title	Step	Salary FY 26	FY 27	FY 28
Engineer I (56)	1	\$98,763.64	\$103,701.82	\$108,886.91
	2	\$101,726.55	\$106,812.88	\$112,153.52
	3	\$104,778.35	\$110,017.26	\$115,518.13
Engineer II (57)	1	\$110,860.00	\$116,403.00	\$122,223.15
	2	\$114,185.80	\$119,895.09	\$125,889.84
	3	\$117,611.37	\$123,491.94	\$129,666.54
Engineer III (58)	1	\$141,426.65	\$148,497.98	\$155,922.88
	2	\$145,669.45	\$152,952.92	\$160,600.57
	3	\$150,039.53	\$157,541.51	\$165,418.59
Engineer IV (59)	1	\$171,350.26	\$179,917.77	\$188,913.66
	2	\$176,490.77	\$185,315.31	\$194,581.07
	3	\$181,785.49	\$190,874.77	\$200,418.50
Engineer V (60)	1	\$201,685.65	\$211,769.93	\$222,358.43
	2	\$207,736.22	\$218,123.03	\$229,029.18
	3	\$213,968.31	\$224,666.72	\$235,900.06