Red: Union language
Underlined: Corporation language accepted
Black: Agreed upon language

This is part of an economic package proposal with the following HAW counter proposals presented on September 25:

- **TUITION ASSISTANCE & REIMBURSEMENT PROGRAMS**
- **PAID LEAVES**
- **VISA PROCESSING & RENEWAL**
- **PUBLIC SERVICE LOAN FORGIVENESS**
- **RELOCATION**
- **PARKING & TRANSIT**
- **RETIREMENT**
- **HOUSING**

As well as the following counter proposals presented on October 5:

- **RETIREE BENEFITS**
- **PROFESSIONAL DEVELOPMENT**
- **HEALTH BENEFITS**
- **FAMILY SUPPORT**

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, 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 and generally may pay higher compensation to any Employee(s) in its discretion.

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).

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 ~~D~~C. Effective upon ratification of this Agreement, all Employees employed by the ~~University~~ Corporation as of April 1, 2026 and employed and in the bargaining unit on July 1, 2026 shall receive an across-the-board salary increase of **~~3.0%~~ 15%** added to their FY 26 base salary~~, such increase to be effective upon ratification of this Agreement~~. For Employees who were not employed by the ~~University~~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 C**. For FY 28, each Employee employed by the University in a bargaining unit position on April 1, 2027 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, 2027 added to their FY 27 base salary.~~

~~**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 ~~G~~D. 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 ~~H~~E. ~~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 ~~H~~F. Nothing in this Agreement shall preclude the ~~University~~ Corporation from providing one-time non-continuing bonuses for rewarding outstanding professional contributions to the 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. The University may also offer greater base compensation to any Employee in its discretion.

~~**Section K Minimum starting salaries**~~

~~Except for the minimum salaries for Post doctoral Researchers, all minimum salaries shall be increased by one-half the across the board increase for each year of the contract. The minima for Postdoctoral Researchers in FAS and HMS are addressed in Section M below.~~

~~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)~~
~~**Instructional positions**~~		
~~Lecturer (FAS/SEAS)~~	~~$70,300~~	
~~Lecturer CH -I (FAS/SEAS/HMS)~~		~~71,355~~
~~Preceptors (FAS/SEAS)~~	~~$70,300~~	
~~Lecturer- SL-I (FAS/SEAS/HMS)~~		~~71,355~~

~~Lecturer-CC (Course Contributor) I 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)~~

~~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.~~

~~**********~~

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

Research positions

Postbaccaulaureate Researcher	$55,000---	55,825
Postdoctoral Researcher (FAS)	$67,600	68,614
Postdoctoral Researcher (HMS)	$72,000	73,080
Postdoctoral Researcher, specialist (HMS)	*$87,000*	*under review*
Senior Postdoctoral Researcher (HMS)	*$87,000*	*under review*
Research associates (FAS/SEAS)	*$68,964*	*under review*

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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
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~~ Minima for FAS and HMS Postdoctoral Researchers

The parties intend to achieve parity between the minima for FAS Postdoctoral Researchers and HMS Postdoctoral Researchers in this Agreement.

~~1. The minimum for FAS Postdoctoral Researchers shall be as follows:~~

~~**FY 26 67,600**~~
~~FY 27 74,000~~
~~FY 28 increase FY minimum by ½ the ATB for FY 28~~
~~FY 29 increase FY minimum by ½ the ATB for FY 29~~
~~FY 30 increase FY minimum by ½ the ATB for FY 30~~
~~FY 31 increase FY minimum by ½ the ATB for FY 31~~

~~2. The minimum for HMS Postdoctoral Researchers shall be as follows~~

~~**FY 26 72,000**~~
~~FY 27 74,000~~
~~FY 28 increase FY minimum by ½ the ATB for FY 28~~
~~FY 29 increase FY minimum by ½ the ATB for FY 29~~
~~FY 30 increase FY minimum by ½ the ATB for FY 30~~
~~FY 31 increase FY minimum by ½ the ATB for FY 31~~

~~3. **Compression adjustments**. Due to the significant increase in the minimum for FAS/SEAS postdoctoral researchers, there shall also be a compression adjustment for FAS/SEAS postdoctoral researchers that will take effect simultaneously with the new FY 27 minimum for FAS/SEAS postdoctoral researchers. This is designed to recognize years of service for current FAS/SEAS postdocs. Such adjustments shall be determined as follows:~~

~~a. Current postdocs will first have their salary adjusted by the across the board increase for FY 27~~

~~b. Then, their years of service will be multiplied by 1%. (e.g. three years of service equals 3%)~~

~~c. The resulting number in (b) will be applied to the new minimum salary of $74,000. If the resulting number is less than their FY 26 salary plus their ATB increase for FY 27, their salary will be adjusted upwards accordingly. If the resulting number is more than their FY 26 salary plus their ATB increase for FY 27, they will not receive a compression adjustment.~~

~~i. For example, post doc with 4 years experience making $72,000 in FY 26. A 3% ATB increases salary to $74,160.~~

~~ii. Then, multiply new minimum of $74,000 x 4% to reflect 4 years' of service. Result is $76,960. The post doc will have their salary adjusted upwards to $76,960.~~

~~d. This compression adjustment will only apply to the first year of the Agreement and will have no further effect after that first year. There will be no further compression adjustments after the first year of the Agreement.~~

Section ~~M~~H. Special Provisions

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

   a. ~~$12,000~~ $13,225 per four credit course ~~upon ratification~~ in AY26–27
   b. ~~$12,360~~ $13,886 per four credit course in AY27–28
   c. ~~$12,731~~ $14,580 per four credit course in AY28–29.

2. FAS and HMS part time teaching rates.

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 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. Annual Lecturers shall be compensated at the same rates as Lecturer I and be eligible for step increases based on length of service.

4. Briggs-Copeland Lecturers shall be paid no less than the minimum for Lecturer III.

5. Academic Directors shall be paid no less than the minimum for Lecturer II

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

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

8. HMS Instructors shall be compensated at no less than the ~~Lecturer II~~ Senior Postdoctoral Research Fellow rate.

9. For certain bargaining unit positions where there are no minimum starting salaries, the Corporation and Union will bargain over the salaries for those positions.

~~***10.* Promotion increases**. The following **minimum** increases will be provided for promotions:~~

~~Lecturer I to Lecturer II: 3% increase to base~~

~~Lecturer II to Lecturer III: 3% increase to base~~

~~Postdoctoral Researcher to Senior Postdoctoral Research I — 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 I. Minimum Compensation

Lecturers

	Step	FY 27	FY 28	FY 29
Lecturer I	1	$80,845.00	$84,078.80	$87,441.95
	2	$82,461.90	$85,760.38	$89,190.80
	3	$84,111.14	$87,475.59	$90,974.60
Lecturer II	1	$88,316.70	$91,849.36	$95,523.33
	2	$90,083.03	$93,686.35	$97,433.80
	3	$91,884.69	$95,560.08	$99,382.48
	4	$93,722.39	$97,471.28	$101,370.13
	5	$95,596.83	$99,420.70	$103,397.53
Lecturer III	1	$100,376.67	$104,391.74	$108,567.41

College Fellows

	Step	FY 27	FY 28	FY 29
College Fellow	1	$80,623.51	$83,848.46	$87,202.39
	2	$82,235.98	$85,525.42	$88,946.44
	3	$83,880.71	$87,235.93	$90,725.37
	4	$85,558.32	$88,980.65	$92,539.87
	5	$87,269.48	$90,760.26	$94,390.67

Curriculum and Pedagogy Manager

	FY 27	FY 28	FY 29
Curriculum and Pedagogy Manager	$97,750.00	$101,660.00	$105,726.40

Benjamin Pierce Fellow

	Step	FY 27	FY 28	FY 29
Benjamin Pierce	1	$107,065.00	$111,347.60	$115,801.50
	2	$109,206.30	$115,199.52	$119,807.50

	3	$111,390.43	$117,503.51	$122,203.65
	4	$113,618.23	$119,853.58	$124,647.72
	5	$115,890.60	$122,250.65	$127,140.68

Associate Senior Lecturer

	FY 27	FY 28	FY 29
Associate Senior Lecturer	$120,460.08	$125,278.48	$130,289.62

Teaching Assistants

	FY 26	FY 27	FY 28
Teaching Assistants	$83,435.24	$89,850.38	$94,342.90

Postdoctoral Researchers

	Step	FY 27	FY 28	FY 29
Postdoctoral Research Fellow	1	$79,350.00	$82,524.00	$85,824.96
	2	$80,937.00	$84,174.48	$87,541.46
	3	$82,555.74	$85,857.97	$89,292.29
	4	$84,206.85	$87,575.12	$91,078.13
	5	$85,890.99	$89,326.63	$92,899.69
	6	$87,608.81	$91,113.16	$94,757.69

	Step	FY 27	FY 28	FY 29
Senior Postdoctoral Research Fellow	1	$89,360.98	$92,935.42	$96,652.84
	2	$91,148.20	$94,794.13	$98,585.90
	3	$92,971.17	$96,690.02	$100,557.62
	4	$94,830.59	$98,623.82	$102,568.77
	5	$96,727.20	$100,596.29	$104,620.14

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	$63,054.03	$65,576.18	$68,199.24

Research Scientists

	Step	FY 27	FY 28	FY 29

Research Scientist	1	$106,242.22	$110,491.91	$114,911.59
	2	$108,367.07	$112,701.75	$117,209.82
	3	$110,534.41	$114,955.79	$119,554.02
	4	$112,745.10	$117,254.90	$121,945.10
	5	$115,000.00	$119,600.00	$124,384.00
Senior Research Scientists	1	$134,044.37	$139,406.15	$144,982.39
	2	$136,725.26	$142,194.27	$147,882.04
	3	$139,459.76	$145,038.15	$150,839.68
	4	$142,248.96	$147,938.92	$153,856.48
	5	$145,093.94	$150,897.69	$156,933.60
Principal Research Scientist	1	$164,923.15	$171,520.07	$178,380.88
	2	$168,221.62	$174,950.47	$181,948.50
	3	$171,586.04	$178,449.49	$185,587.46
	4	$175,017.76	$182,018.48	$189,299.22
	5	$178,518.12	$185,658.85	$193,085.20

Researchers: Humanities and Social Sciences

	FY 27	FY 28	FY 29
Researcher II	$89,700.00	$93,288.00	$97,019.52
Researcher III	$123,050.00	$127,972.00	$133,090.88
Senior Researcher I	$132,250.00	$137,540.00	$143,041.60
Senior Researcher II	$152,087.50	$158,171.00	$164,497.84

Researchers: Natural Sciences

	FY 27	FY 28	FY 29
Researcher II	$101,200.20	$105,248.21	$109,458.13
Researcher III	$114,172.05	$118,738.94	$123,488.48
Scientist I	$141,722.52	$147,391.42	$153,287.08
Scientist II	$170,067.02	$176,869.71	$183,944.50

Staff Scientists & Engineers

	Step	FY 27	FY 28	FY 29
Research Core Scientist/Engineer II	1	$113,028.58	$117,549.72	$122,251.70
	2	$115,289.14	$119,900.71	$124,696.74
	3	$117,594.92	$122,298.73	$127,190.67
	4	$119,946.83	$124,744.70	$129,734.49
	5	$122,345.76	$127,239.59	$132,329.17

Research Core Scientist/Engineer III	1	$127,640.34	$132,745.94	$138,055.79
	2	$130,193.14	$135,400.87	$140,816.90
	3	$132,797.01	$138,108.89	$143,633.24
	4	$135,452.95	$140,871.07	$146,505.91
	5	$138,162.00	$143,688.49	$149,436.02
	6	$140,925.25	$146,562.25	$152,424.74
	7	$143,743.75	$149,493.50	$155,473.24
	8	$146,618.62	$152,483.37	$158,582.70
Research Core Scientist/Engineer IV	1	$153,336.56	$159,470.02	$165,848.81
	2	$156,403.28	$162,659.42	$169,165.80
	3	$159,531.35	$165,912.60	$172,549.11
Research Core Scientist/Engineer V	1	$167,996.64	$174,716.50	$181,705.16
	2	$171,356.58	$178,210.83	$185,339.27
	3	$174,783.70	$181,775.05	$189,046.05

Technical Engineer Staff

	Step	FY 27	FY 28	FY 29
Engineer I (56)	1	$93,380.00	$97,115.20	$100,999.81
	2	$95,247.60	$99,057.50	$103,019.80
	3	$97,152.55	$101,038.66	$105,080.20
	4	$99,095.60	$103,059.43	$107,181.81
	5	$101,077.51	$105,120.62	$109,325.44
	6	$103,099.06	$107,223.03	$111,511.95
Engineer II (57)	1	$107,133.62	$111,418.96	$115,875.72
	2	$109,276.28	$113,647.33	$118,193.24
	3	$111,461.81	$115,920.29	$120,557.09
	4	$113,691.04	$118,238.69	$122,968.24
	5	$115,964.87	$120,603.46	$125,427.60
	6	$118,284.16	$123,015.53	$127,936.15
	7	$120,649.85	$125,475.84	$130,494.87
	8	$123,062.85	$127,985.36	$133,104.77
	9	$125,524.10	$130,545.07	$135,766.87
	10	$128,034.58	$133,155.96	$138,482.20
Engineer III (58)	1	$136,672.81	$142,139.72	$147,825.31
	2	$139,406.27	$144,982.52	$150,781.82
	3	$142,194.39	$147,882.17	$153,797.46
	4	$145,038.29	$150,839.81	$156,873.41
	5	$147,939.05	$153,856.61	$160,010.87

	6	$150,897.83	$156,933.74	$163,211.10
	7	$153,915.78	$160,072.42	$166,475.32
	8	$156,994.10	$163,273.86	$169,804.82
Engineer IV (59)	1	$165,590.58	$172,214.21	$179,102.78
	2	$168,902.40	$175,658.50	$182,684.83
	3	$172,280.45	$179,171.66	$186,338.53
	4	$175,726.05	$182,755.10	$190,065.31
	5	$179,240.57	$186,410.20	$193,866.61
	6	$182,825.39	$190,138.41	$197,743.94
	7	$186,481.90	$193,941.17	$201,698.81
Engineer V (60)	1	$194,906.31	$202,702.55	$210,810.66
	2	$198,804.42	$206,756.60	$215,026.87
	3	$202,780.51	$210,891.74	$219,327.40