Red text = New Union language
Blue text = Union language from the October 30, 2026 Package
This article is part of a package that includes:

1. Compensation (November 6th, 2026)
2. Family Benefits (October 19th, 2026)
3. Retirement (October 19th, 2026)
4. Paid Leaves (November 6th, 2026)
5. Professional Development (November 6th, 2026)
6. Retiree Benefits (November 6th, 2026)
7. Housing (October 19th, 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, 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 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 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, Postdoctoral Researchers 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 C. Effective upon ratification of this Agreement, all Employees employed by the Corporation as of April 1, 2026 and employed in the bargaining unit on July 1, 2026 shall receive an across-the-board salary increase of ~~12~~7% 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. After the adjustments made in Section C.1, Research Scientist track and Staff Employees shall receive a 0.5% longevity base salary adjustment per year they have been employed by the Corporation, up to twelve years.

3. 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.

4. 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. 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 E. All Employees shall receive an annual salary adjustment calculated in accordance with the following provisions.

1. Employees in stepped positions shall move between steps within a given title automatically for every year of service unless already at the maximum step for that title.

    a. Where appropriate, due to prior experience, new hires may be placed into a higher step at the time of their hire.

2. For FY 28, each Employee employed by the Corporation in a bargaining unit position shall receive an across-the-board salary increase of 3.25% on July 1, 2027 added to their FY 27 base salary.

3. For FY 29, each Employee employed by the Corporation in a bargaining unit position shall receive an across-the-board salary increase of 3.25% on July 1, 2028 added to their FY 27 base salary.

    ~~Employees shall move up one step each year. Upon moving between steps, Employees shall receive a 2% step increase calculated from their cost of living adjusted salary. as well as a 4% cost of living increase on their previous salary, or the minimum for their new step, whichever is higher.~~

4. Any Employee that is at the maximum step for their title or in a title without steps shall receive an additional annual salary ~~wage~~ increase of 1% ~~5%~~.

5. Any Employee who is promoted (e.g. Lecturer I ~~Step 3~~ to Lecturer II ~~Step 1~~) shall receive an additional promotion raise as prescribed of at least 5%.

Section F. 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 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 ~~M~~G. 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.

Section H. Special Provisions

1. Part-time teaching rates for lecturers and instructors in HDS shall be as follows:

    a. ~~$12,880~~$14,652 per four credit course~~ upon ratification~~ in AY26–27

    b. ~~$13,299~~$15,092 per four credit course in AY27–28

    c. ~~$13,731~~$15,545 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 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. For FY27, Lecturers that have been Employed by the Corporation before July 1st, 2026 shall have minima according to the following table, otherwise the minima in Section I are applied.

Step Prior to Ratification	FY 27
1	$78,736.00
2	$80,192.00
3	$81,648.00
4	$82,880.00
5	$84,000.00
6	$85,232.00
7	$86,464.00
8	$87,696.00

Section I. Minimum Compensation

Lecturers

	FY 27	FY 28	FY 29
Lecturer I	$78,736.00	$81,294.92	$83,937.00
Lecturer II	$82,672.80	$85,359.67	$88,133.86
Lecturer III	$86,806.44	$89,627.65	$92,540.55

College Fellows

	FY 27	FY 28	FY 29
College Fellow	$78,520.29	$81,072.20	$83,707.04

Curriculum and Pedagogy Manager

	FY 27	FY 28	FY 29
Curriculum and Pedagogy Manager	$95,200.00	$98,294.00	$101,488.56

Benjamin Pierce Fellow

	FY 27	FY 28	FY 29
Benjamin Pierce	$104,272.00	$107,660.84	$111,159.82

Associate Senior Lecturer

	FY 27	FY 28	FY 29
Associate Senior Lecturer	$117,317.64	$121,130.47	$125,067.21

Teaching Assistants

	FY 26	FY 27	FY 28
Teaching Assistants	$73,640.00	$76,033.30	$78,504.38

Postdoctoral Researchers

	Step	FY 27	FY 28	FY 29
Postdoctoral Researcher ~~Fellow~~	1	$79,200.00	$81,774.00	$84,431.66
	2	$81,400.00	$84,045.50	$86,776.98
	3	$83,600.00	$86,317.00	$89,112.30

	Step	FY 27	FY 28	FY 29
Senior Postdoctoral Researcher ~~Fellow~~	1	$89,192.06	$92,090.80	$95,083.75
	2	$90,083.92	$93,011.65	$96,034.56
	3	$90,984.76	$93,941.76	$96,994.87

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 Researcher ~~Fellow~~	$62,934.84	$64,980.22	$67,092.08

Research Scientists

	FY 27	FY 28	FY 29
Research Scientists	$103,470.68	$106,833.48	$110,305.57
Senior Research Scientists	$133,790.98	$139,406.15	$144,982.39
Principal Research Scientist	$164,611.39	$171,520.07	$178,380.88

Researchers: Humanities and Social Sciences

	FY 27	FY 28	FY 29
Researcher II	$87,360.00	$90,199.20	$93,130.67
Researcher III	$119,840.00	$123,734.80	$127,756.18
Senior Researcher I	$128,800.00	$132,986.00	$137,308.05
Senior Researcher II	$148,120.00	$152,933.90	$157,904.25

Researchers: Natural Sciences

	FY 27	FY 28	FY 29
Researcher II	$98,560.19	$101,763.40	$105,070.71
Researcher III	$111,193.65	$114,807.44	$118,538.68
Scientist I	$138,025.41	$142,511.24	$147,142.85
Scientist II	$165,630.49	$171,013.48	$176,571.42

Staff Scientists & Engineers

	FY 27	FY 28	FY 29
Research Core Scientist/Engineer II	$110,080.01	$113,657.61	$117,351.48
Research Core Scientist/Engineer III	$124,310.59	$128,350.69	$132.522.08
Research Core Scientist/Engineer IV	$149,336.48	$154,189.91	$159,201.08
Research Core Scientist/Engineer V	$163,614.12	$168,931.58	$174,421.85

Technical Engineer Staff

	FY 27	FY 28	FY 29
Engineer I (56)	$90,944.00	$93,899.68	$96,951.42
Engineer II (57)	$104,338.83	$107,729.84	$111,231.06
Engineer III (58)	$133,107.43	$137,433.42	$141,900.01
Engineer IV (59)	$161,270.83	$166,512.13	$171,923.77
Engineer V (60)	$189,821.80	$195,991.01	$202,360.71