Article 12. SALARIES AND PAYROLL ADMINISTRATION

Section 1. Except for emeriti and those on post-retirement agreements, members exiting the AAUP bargaining unit and entering the AFT bargaining unit, as a result of a reduction in load, will be employed at salary rates no less than the minimum for the faculty rank at which they were formerly employed, provided that said rate is at least equal to the minimum set forth in Section 2 or Section 3, below.

Section 2. Minimums for Instructional Appointments.

Minimum salaries for members of the bargaining unit who are employed as Lecturers, Adjunct faculty, or Emeritus faculty will be at a per credit rate of no less than the following:

- Effective Fall Term 2012 $809
- Effective Winter Term 2014 $833
- Effective Winter Term 2015 $858

Section 3. Minimums for Research Appointments.

Members of the bargaining unit who are employed as Research Assistants or Research Associates will be appointed at salary rates no less than the following:

- Research Assistant, 12-month Effective July 1, 2012 $19.02 per hour
- Research Assistant, 9-month Effective September 16, 2012 $19.02 per hour
- Research Assistant, Effective January 1, 2014 $19.59 per hour
- Research Assistant, Effective January 1, 2015 $20.18 per hour
- Research Associate, 12-month Effective July 1, 2012 $20.51 per hour
- Research Associate, 9-month Effective September 16, 2012 $20.51 per hour
- Research Associate, Effective January 1, 2014 $21.13 per hour
- Research Associate, Effective January 1, 2015 $21.76 per hour

Section 4. Increases to Compensation Rates.

Year 1:
Effective Winter Term 2014, all members of the bargaining unit employed as Lecturers, Adjunct faculty, or Emeritus faculty and continuing from academic year 2012-13 at a rate higher than $809 per credit hour will receive a per credit increase of $8.
Effective January 1, 2014, all members of the bargaining unit employed as Research Assistants and Research Associates at hourly rates higher than $19.02 and $20.51 respectively will receive an increase in their hourly rate of .20.

Year 2:
Effective Winter Term 2015, all members of the bargaining unit employed as Lecturers, Adjunct faculty, or Emeritus faculty and continuing from academic year 2013-14 at a rate higher than $833 per credit hour will receive a per credit increase of $8.

Effective January 1, 2015, all members of the bargaining unit employed as Research Assistants and Research Associates and continuing from academic year 2013-14 at hourly rates higher than $19.59 and $21.13 respectively will receive an increase in their hourly rate of .20.

Section 6. Payroll Administration. Pay will be distributed for each term of the academic year and Summer session as follows: the first pay date for Fall term is October 31st, the first pay date for Winter term is January 31st, the first pay date for Spring term is April 30th, and the first pay date for the Summer term is July 31st.

Payroll advances may be requested using regular payroll advance rules as published on the HR website.