


UAW → USC  
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**ARTICLE XX  
WAGES**

**1. GENERAL CONDITIONS**

- a. Any and all wage increases provided to bargaining unit members for the duration of this Agreement are provided for in this Article.
- b. Wages for bargaining unit members shall be distributed on a monthly basis on the first day of the month, and annual stipends shall be disbursed in equal amounts across the relevant appointment period.
- c. Nothing precludes the University from providing compensation to individual GSWs at salaries that exceed the maximum rate in the table below.

**2. WAGE SCALES**

- a. The University shall place all GSWs on the following wage scale for their base salary:

Salary Point	50% Salary
1	\$50,000
2	\$55,000
3	\$60,000
4	\$65,000
5	\$70,000

- b. Placement on Salary Points:
  - i. Departments shall start GSWs at any point on the salary scale above
  - ii. GSWs shall earn a step increase for every academic year at USC
- c. Subsequent Annual General Range Adjustments:
  - i. The scale in 2.a. above shall increase by 10% each year
- d. Above-Scale increases:
  - i. For GSWs at the top of the scale, they shall receive an \$4,000 above-scale increase each year
- e. Lead TAs and Instructors of Record
  - i. Lead TAs, Instructors of Record and Assistant Lecturers shall receive \$3,000/term in addition to their base salary

**3. LATE PAY DISPUTE PROCESS**

- a. The Union shall raise any known late or incorrect pay issues to the University on a monthly basis
- b. The University shall provide \$200 + 25% of a bargaining unit members' missed paycheck as restitution for any known pay error