

## APPENDIX D

### Graduate Assistant Salary Side-letter

Upon ratification of the Unit 11 Agreement by the CSU Board of Trustees on June 24, 2005, and effective August 2, 2005, the CSU Salary Schedule for Graduate Assistant classifications will be changed as indicated on Attachment A. The base salary and time-base of each Graduate Assistant on active payroll status will be proportionately adjusted to reflect the changes in the minimum and maximum salary rates, as described below. This change will be effective upon the date of appointment for all Graduate Assistants hired on or after August 2, 2005.

The changes provided by this side-letter do not represent a substantive change in individual Graduate Assistant salaries or the Salary Schedule for Graduate Assistant classifications. Previously, the Graduate Assistant Salary Schedule and individual Graduate Assistant salaries reflected the concept that a Graduate Assistant normally working 20 hours per week was considered "full-time," designated as a 1.0 FTE time-base. The revised Salary Schedule for Graduate Assistant classifications will reflect the concept that a Graduate Assistant normally working 20 hours per week is now being considered "half-time," designated as a 0.5 FTE time-base. In order to reflect this change, the prior minimums and maximums on the salary schedule will be doubled.

The actual pay rate for an individual Graduate Assistant will not be impacted by this change in the Salary Schedule. However, the time-base of each Graduate Assistant on active payroll status on the effective date of this change will be halved; at the same time his/her base salary rate will be doubled. For example, a 1.0 FTE time-base Graduate Assistant earning \$1,000 per month on the effective date will be converted to a 0.5 FTE time-base at the same time that his/her base salary rate will be doubled from \$1,000 to 2,000. In such case, the actual pay rate of \$1,000 per month will stay the same.

This side-letter does not alter current CSU policy which limits Graduate Assistant employment to no more than 20 hours per week. CSU policies will be amended to reflect the provisions of this side-letter.

Paul Bleck  
California State University

Mike Miller, RO  
United Auto Workers

6/21/05  
Date

6/20/05  
Date

**Attachment A**

**Graduate Assistant Salary Side-Letter**

Effective August 2, 2005

| <b>Class Code</b> | <b>Range Code</b> | <b>Class Title</b>                                   | <b>Salary Range</b> |                |
|-------------------|-------------------|--|---------------------|----------------|
|                   |                   |  | <b>Minimum</b>      | <b>Maximum</b> |
| <b>2355</b>       | 1                 | <b>Graduate Assistant<br/>Range A – ACAD YR-SEM</b>  | \$1,600.00          | \$2,268.00     |
|                   | 2                 | <b>Range B – ACAD SEM</b>                            | \$1,600.00          | \$2,268.00     |
|                   | 3                 | <b>Range C – ACAD QTR</b>                            | \$1,780.00          | \$2,516.00     |
|                   | 4                 | <b>Range D – ACAD YR-QTR</b>                         | \$1,780.00          | \$2,516.00     |
| <b>2325</b>       |                   | <b>Graduate Assistant<br/>Monthly</b>                | \$1,600.00          | \$2,516.00     |
| <b>2326</b>       |                   | <b>Graduate Assistant, On-<br/>Campus Work-Study</b> | \$1,600.00          | \$2,516.00     |

**Letter of Understanding  
Regarding Date of Filing Under  
Article 10, Grievance Procedure  
September 21, 2005**

The undersigned parties agree that grievances, responses and appeals are considered filed on the date they are received by a party via fax, email, hand delivery or U.S. mail.

THE CALIFORNIA STATE  
UNIVERSITY

INTERNATIONAL UNION, UNITED  
AUTOMOBILE, AEROSPACE AND  
AGRICULTURAL IMPLEMENT  
WORKERS OF AMERICA (UAW) and  
its LOCAL UNION 4123

By: Joel Black

By: M. Miller

By: Raymond [Signature]