

## MEMORANDUM OF UNDERSTANDING

The United Auto Workers (UAW) and California State University (CSU) agree to the following:

It is the intent of the parties that Graduate Assistants who were previously appointed in classification 2355 (Graduate Assistant) on semester, quarter, or academic year appointments not suffer financial loss as a result of being appointed in the Graduate Assistant-Monthly (2325, 2326) classifications. The university shall adjust the pay rate of Graduate Assistants whose appointments in classifications 2325 or 2326 are for time periods spanning a semester, quarter, or academic year to provide for the equivalent total gross pay that would have been realized in classification 2355 for an equivalent appointment, plus any applicable General Salary Increases.

If a campus provides fee waivers to Graduate Assistants under Executive Order 611, the campus shall continue to appoint those Graduate Assistants receiving fee waiver in classification 2355.

The parties agree to create a new Teaching Associate classification (Teaching Associate – Extended Education) that will be reserved for use for employment of Teaching Associates in for-credit Extended Education programs, including Special Sessions as defined in Executive Order 1047 or its successor(s). Teaching Associates appointed in summer sessions operated through Extended Education will continue to be appointed in classification 2324. Pay rates for Teaching Associates who hold or previously held appointments in classification 2354 (Teaching Associate – Academic Year) will be determined based on the number of Weighted Teaching Units (WTU) taught:

- Semester campuses: Salary per WTU = annual full-time equivalent salary /30
- Quarter campuses: Salary per WTU = annual full-time equivalent salary/45

Time base shall be determined according to the number of WTUs taught and the length of the session; at semester campuses, full time shall be considered a teaching assignment of 1 WTU per week, and at quarter campuses, full time shall be considered a teaching assignment of 1.5 WTU per week.

Conditions of appointment for Teaching Associates – Extended Education: The President or designee may cancel classes based on budget or enrollment. If an appointment is cancelled or reduced based on budget or enrollment, the Teaching Associate shall be compensated on a pro-rata basis for any classes taught.

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James Banks  
International Representative  
United Auto Workers

Date

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John Swarbrick  
Associate Vice Chancellor  
California State University

Date