

Article XX COMPENSATION

Section XX.1. The parties agree that there will be three minimum levels of compensation for all GE stipends:

- A. Level 1 (All masters students and doctoral students who have less than 2 years of experience as a GE at UNH)
- B. Level 2 (Doctoral students with a master's degree or doctoral students with a bachelor's degree who have 2 years of experience as a GE)
- C. Level 3 (Doctoral students at candidacy ~~or those who have completed coursework~~)

Section XX.2. During FY26 and FY27, minimum stipends for GEs at Levels 1, 2, and 3, shall be as follows:

<u>Level</u>	<u>Period</u>	<u>Biweekly Stipend FY26</u> <u>Period Salary Minima</u>	<u>Total Stipend Amount</u> <u>(two-semester academic</u> <u>year)</u> <u>FY27 Period Salary</u> <u>Minima</u>
1	AY	\$22,890	\$26,250 \$23,640
	Summer (40/wk)	\$2,692.31 \$15,260	\$15,760
	Summer (20/wk)	\$1,346.15 \$7,630	\$8,750 \$7,880
	Summer (Hourly)	\$32.69 \$29.35	\$30.30
2	AY	\$24,010	\$27,750 \$24,760
	Summer (40/wk)	\$2,846.15 \$16,006	\$16,678
	Summer (20/wk)	\$1,423.08 \$8,003	\$8,339
	Summer (Hourly)	\$34.61 \$30.78	\$32.07
3	AY	\$25,310	\$30,000 \$26,060
	Summer (40/wk)	\$3,076.92 \$16,873	\$17,374
	Summer (20/wk)	\$1,538.46 \$8,437	\$8,687
	Summer (Hourly)	\$38.45 \$32.44	\$33.412

AY appointments will be prorated for those appointments which are less than 20 hours per week. Summer appointments will be prorated for the number of weeks of appointment if less than 13 weeks or paid hourly based on the number of hours of expected effort.

Section XX.3. ~~The above rates shall increase by 5% on August 15, 2026, and in each subsequent year of this contract. Further, these percentage increases will apply to GEs with stipends above the level minimums.~~ Re-Opener. In the event that the Employer agrees to provide an across-the-board wage increase with any other bargaining unit at University of New Hampshire during the term of this Agreement, the Parties shall reopen negotiations within thirty (30) days after the UAW makes a written demand upon the Employer to exercise this reopener.

Section XX.4. Appointments of less than 12 months shall be prorated.

Section XX.5. Nothing in this article shall preclude a college, department, program, etc. from paying GE stipends above the minimums defined in this article. Minimum ~~stipends salary~~ shall apply to all graduate employees, regardless of funding source.

Section XX.6. A GE shall be paid on a timely basis, per the University's normal business operations.

Section XX.7. A GE shall be appointed to the highest stipend level for which they are eligible as defined in Section XX.1. If a GE becomes eligible for a higher level during an appointment, the higher stipend level shall become effective no later than the start of the ~~semester following approval. next pay period.~~

Section XX.8. If the University, in error, underpays a GE, it shall promptly correct the error and pay any back wages owed. GEs shall endeavor to report to the University any possible underpayments, so they may be corrected as soon as possible.

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- C. Level 3 (Doctoral students at candidacy)

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<u>Level</u>	<u>Period</u>	<u>FY26 Period Salary</u> <u>Minima</u>	<u>FY27 Period Salary</u> <u>Minima</u>
1	AY	\$22,890	\$23,640
	Summer (40/wk)	\$15,260	\$15,760
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Section XX.4. Appointments of less than 12 months shall be prorated.

Section XX.5. Nothing in this article shall preclude a college, department, program, etc. from paying GE stipends above the minimums defined in this article. Minimum salary shall apply to all graduate employees, regardless of funding source.

Section XX.6. A GE shall be paid on a timely basis, per the University's normal business operations.

Section XX.7. A GE shall be appointed to the highest stipend level for which they are eligible as defined in Section XX.1. If a GE becomes eligible for a higher level during an appointment, the higher stipend level shall become effective no later than the start of the semester following approval.

Section XX.8. If the University, in error, underpays a GE, it shall promptly correct the error and pay any back wages owed. GEs shall endeavor to report to the University any possible underpayments, so they may be corrected as soon as possible.

AY	21,000	21,000
Summer (40wk)	21,000	21,000
Summer (120wk)	21,000	21,000
Summer (100wk)	21,000	21,000
AY	21,000	21,000
Summer (40wk)	21,000	21,000
Summer (120wk)	21,000	21,000
Summer (100wk)	21,000	21,000