

WAGES AND JOB CATEGORIES

Section 1. Effective July 16, 2025, employee pay and job categories will be set accordingly:

Student Employee Classification Level	Pay Scale
Student Employee 1: Performs work requiring a combination of basic skills and some experience. Work is guided by applicable work principles and standardized techniques.	\$16.00 - \$19.50
Student Employee 2: Performs work requiring more specialized training. Typically requires experience and/or being on the job. Work is analytical, technical, and based on acquired skills. Uses discretion when making decisions.	\$16.40 - \$20.50
Student Employee 3: Performs duties requiring advanced specialized training. Works with greater independence than level 1 and 2 positions and may receive minimal supervision. Positions may be highly technical in nature and/or perform para-professional level work.	\$16.80 - Over \$21.00

Food Service student workers in Housing Dining will be paid at least an additional \$.35 above the Student Employee 1 classification minimum. Student Dining shift leads in Housing Dining will be paid at least an additional \$1.00 above Food Service student workers in Housing Dining.

Section 2. Across-the-Board Increases. Across the board wage increases will be applied prior to any movement of individual student workers to increased minimum salary levels in Section 3.

Effective July 1, 2026, hourly student workers shall receive a two-and-a-half percent (2.5%) across-the-board increase.

Effective July 1, 2027, hourly student workers shall receive a two-and-a-half percent (2.5%) across-the-board increase.

Section 3. Pay Scale Increases.

Effective July 1, 2026, the pay scales for Student Employee 1, 2, and 3 shall be increased by either three percent (3%) or the amount necessary to comply with the applicable minimum wage, whichever is greater. Any student worker who receives the across-the-board increase but remains below the minimum of the applicable pay range will be raised to the new minimum.

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The University may, at its discretion, apply increases to Student Employee 2 and 3 categories as appropriate to address compression and to maintain differentiation between the job categories.

Section 3. All employee pay will be adjusted as necessary to meet applicable minimum wage requirements. Any employee wage rate over the identified maximum must be approved in advance by Employee and Labor Relations in the Office of Human Resources throughout the term of this Agreement. Wage rates are applicable to undergraduate or graduate-level students if they are performing student hourly work covered by this Agreement. The rates above do not apply to graduate-level students performing Graduate Employee work that is covered under any other collective bargaining agreement.

Section 4. Departments may provide annual wage adjustments based on performance.

Section 5. Student employees currently employed at the time this Agreement becomes effective shall not have their wage rates reduced below their current rate by operation of this Agreement provided they stay in their same job. This constitutes a seniority system under the Oregon Equal Pay Act.



Ashton Pressman (May 13, 2025 02:33 PDT)