

ARTICLE 32 – WAGES

Section 32.1. General Provisions.

- A. The University may provide compensation to individual Postdoctoral Scholars at rates above those stipulated in this Article.
- B. When the requirements of the sponsoring agency exceed the terms of this Article, the requirements of the sponsoring agency shall control all salary/stipend adjustments.
- C. The provisions of this Article shall not apply to any Postdoctoral Scholar appointed on a grant that restricts that Postdoctoral Scholar's remuneration to only the pay received by the grant.

Section 32.2. UW Postdoctoral Scholar Experience-Based Salary Scale.

The Postdoctoral Scholar salary/stipend minimum rates are provided in the Table 1 below. The minimum rates are graded based on duration of prior relevant postdoctoral experience (both with the University and other institutions) at the time of appointment as determined by the Employer.

Table 1. Postdoctoral Scholar experience-based salary scale (effective until June 30, 2021)

Postdoctoral experience level	Minimum annual full-time salary equivalent
0 (0 – 11 months)	\$ 50,004
1 (12 – 23 months)	\$ 51,004
2 (24-35 months)	\$ 52,024
3 (36- 47 months)	\$ 53,065
4 (48 – 59 months)	\$ 54,126
5 (60-71 months)*	\$ 55,208*

*by exception

The following experience-based salary schedule will apply to new appointments, reappointments or anniversary dates (whichever comes first) made on or after July 1, 2021.

Table 1. Postdoctoral Scholar experience-based salary scale (effective July 1, 2021)

Postdoctoral experience level	Minimum annual full-time salary equivalent
0 (0-11 months)	\$53,760
1(12-23 months)	\$54,144
2(24-35 months)	\$54,540
3(36-47 months)	\$56,712
4(48-59 months)	\$58,608
5(60-71 months)*	\$60,780

*by exception

Section 32.3. Individual Postdoctoral Scholar Salary Increases.

Once a Postdoctoral Scholar is appointed with a salary/stipend amount at or above their appropriate experience level, all future appointments must be to the same or next higher experience level. For the purpose of this article the Postdoctoral Scholar's anniversary date is defined as one (1) calendar year of continuous employment from their most recent appointment date.

- A. Postdoctoral Scholars whose salary rate is equal to the Postdoctoral Scholar salary/stipend minimum scale shall receive an increase to at least the minimum of the next appropriate salary/stipend experience level in Table 1.
- B.** Postdoctoral Scholar whose salary rate exceeds their experience-based Postdoctoral Scholar salary/stipend minimum scale shall receive a salary/stipend increase of no less than two percent (2%) every year on the anniversary date of their appointment. This section expires June 30, 2021.
- C. Effective July 1, 2021, Postdoctoral Scholars whose salary rate exceeds their experience-based Postdoctoral Scholar salary/stipend minimum scale may receive a salary/stipend increase on the anniversary date of their appointment at the University's sole discretion.

- D. In the event that a Postdoctoral Scholar is awarded extramural funding—or is named as personnel on a grant or other extramural funding source—that supports a higher salary/stipend than the Postdoctoral Scholar receives at the time of award, and the supervisor has authorized a salary increase subject to departmental approval, the Postdoctoral Scholar salary/stipend will increase to the new rate on the next available pay period following the effective date of the departmental decision. The effective date of the increase shall become the Postdoctoral Scholar's new anniversary date for the purposes of Section 32.3 of this Article.

Section 32.4. Retention.

For the purpose of retention, the Employer may enter into individual agreements at any time with Postdoctoral Scholars regarding salary increases.