

ARTICLE 25 – TITLES & CLASSIFICATIONS

Section 25.1. General Provisions

The bargaining unit includes all Postdoctoral Scholars employed by the University of Washington excluding confidential employees; employees covered by Chapter 41.76 RCW; employees privileged as attending physicians within the context of their University responsibilities; employees enrolled in clinical residency and fellowship programs in the health sciences; employees engaged in research related to their clinical training program; individuals employed by non-University entities (e.g., individuals paid directly by Howard Hughes Medical Institute, the Veterans Administration, Fred Hutchinson Cancer Research Center and the U.S. Military); and all other employees.

Postdoctoral Scholars are defined as individuals who

- A. Have received a doctoral degree (Ph.D. or equivalent); and
 - a. The University shall grant exceptions where individuals present documentation satisfactory to the University confirming completion of degree requirements;
 - b. If an exception is granted, the individual will be appointed into a Postdoctoral Scholar appointment title on a conditional basis until the degree conferral documentation requirements are fulfilled, which shall not extend beyond twelve (12) months of appointment. Confirmation of completion of degree requirements and the date the degree will be conferred must be sent directly from the institution where the degree is being conferred. Confirmation documentation must consist of an official signed letter from the Registrar's Office, graduate college or other appropriate administrative unit. If a degree is not conferred or the Postdoctoral Scholar does not provide evidence of degree conferral on or after the specified degree conferral date, the University shall notify the Postdoctoral Scholar. If the University does not thereafter receive evidence of degree conferral, the conditional appointment as a Postdoctoral Scholar will terminate.
- B. Are appointed for a temporary and defined period not to exceed five (5) years, including postdoctoral experience(s) at other institutions, as determined by the University. Under extraordinary circumstances (e.g. family leave or personal illness), the University may grant an exception to this limit; and
- C. Are engaged in full-time mentored advanced training to enhance professional skills and research independence; and
- D. Perform primarily research and scholarship under the direction and supervision of University faculty mentors.

Section 25.2. Bargaining Unit Classifications

The postdoctoral collective bargaining unit includes those UW employees who meet the definition of Postdoctoral Scholar under Section 25.1 and shall be appointed to the titles of:

Postdoctoral Scholar (21641)

An appointment is made in the title “Postdoctoral Scholar” when the agency funding the salary requires or permits the appointee to be an employee of the University, or whenever General Funds or other University discretionary funds are used to support the position.

- A. The Employer may designate individual Postdoctoral Scholars as “conditional.” Conditional Postdoctoral Scholars (21645) will be appointed on a conditional basis until the degree conferral documentation requirements are fulfilled, which shall not extend beyond twelve (12) months of appointment.

Postdoctoral Scholar - Fellow (21642)

An appointment is made in the title “Postdoctoral Scholar – Fellow” when the Postdoctoral Scholar has been awarded a fellowship or traineeship for postdoctoral study by an extramural agency and the fellowship or traineeship stipend is paid either directly or through a University account.

- A. The Employer may designate individual Postdoctoral Scholar Fellows as “conditional.” Conditional Postdoctoral Scholars Fellows (21644) will be appointed on a conditional basis until the degree conferral documentation requirements are fulfilled, which shall not extend beyond twelve (12) months of appointment.

Interim Postdoctoral Scholar (21643)

An appointment is made in the title “Interim Postdoctoral Scholar” for UW graduate students who recently obtained their PhD degree or equivalent and who request this title for a short-term appointment to complete an existing project from their graduate educational programs before moving on to other employment. When the University appoints a Postdoctoral Scholar in the Interim Postdoctoral Scholar title, the appointment shall be for less than six (6) months. While Postdoctoral Scholars may be appointed more than once to (21643), no one shall be appointed in (21643) for more than a cumulative total of six (6) months in one or multiple appointments. Should an Interim Postdoctoral Scholar (21643) be appointed as a UW Postdoctoral Scholar (21641) or Postdoctoral Scholar – Fellow (21642) at the conclusion of the interim appointment, their hire date shall remain the original date of appointment into the interim title.

Time spend working in this classification shall count towards the five (5) year maximum eligibility criteria for Postdoctoral Scholars, as specified in Section 25.1.B. of this Article.