

ARTICLE 32 ~~Wages~~ Compensation

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~~ provided 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 \$67,500
1 (12-23 months)	\$54,144 \$70,200
2 (24-35 months)	\$54,540 \$73,008
3 (36-47 months)	\$56,712 \$75,928
4 (48-59 months)	\$58,608 \$78,965
5 (60-71 months)*	\$60,780 \$82,124

*by exception

Table 1. Postdoctoral Scholar experience-based salary scale (effective July 1, 2021 January 1, 2024)

Postdoctoral experience level	Minimum annual full-time salary equivalent
0 (0-11 months)	\$53,760 \$71,500
1 (12-23 months)	\$54,144 \$74,360
2 (24-35 months)	\$54,540 \$77,334
3 (36-47 months)	\$56,712 \$80,428
4 (48-59 months)	\$58,608 \$83,645
5 (60-71 months)*	\$60,780 \$86,991

- D. Effective January 1, 2023, the minimum salary/stipend for Postdoctoral Scholars is ~~\$67,500~~ \$65,508, except as defined below. Effective January 1, 2024, the minimum salary/stipend for Postdoctoral Scholars is ~~\$68,456~~ 68,783-69,438, except as defined below. Effective January 1, 2024, the minimum salary/stipend for Postdoctoral Scholars shall be \$72,000.
1. Effective January 1, 2023, each Postdoctoral Scholar below this minimum will be moved to not less than \$67,500. This increase does not extend the appointment period for the Postdoctoral Scholar. The effective date of the increase shall not impact the Postdoctoral Scholar's anniversary date. ~~Postdoctoral Scholars. Effective January 1 2024, the minimum salary for Postdoctoral Scholars will be increased by 8% 5% 4%. Effective January 1 2025, the minimum salary for Postdoctoral Scholars will be increased by 15%. Effective January 1 2026, the minimum salary for Postdoctoral Scholars will be increased by 2.25%. Postdoctoral Scholars that received a pay increase of 4%3%2% or more effective on or about January 1 of each year will not be eligible for another pay increase as outlined in section 32.2A for 12 months or until their anniversary date in the following year, whichever is later. Postdoctoral Scholars who did not receive a pay increase or received a pay increase of less than 4%3%2% on or about January 1 of each year will be eligible for a pay increase as outlined in Section 32.2A.~~
 2. ~~Postdoctoral Scholar-Fellows and Postdoctoral Scholar Paid Directs. Postdoctoral Scholar-Fellows and Postdoctoral Scholar Paid Directs with new appointments, reappointments, or anniversary dates (whichever comes first) after January 1, 2023, will have their total stipend increased to \$65,508 subject to section 32.1.c. Effective July 1, 2023*, the minimum for all Postdoctoral Scholar-Fellows will be increased to \$65,508 subject to 32.1.C. This increase does not extend the appointment period for the Postdoctoral Scholar. The minimum stipend level for Postdoctoral Scholar-Fellows with new appointments, reappointments, or anniversary dates (whichever comes first) after January 1, 2024 will be increased to ~~\$68,456~~ 68,783-69,438, subject to 32.1.C. ~~on March/April/May/July 1, 2023* or upon appointment, reappointment, or anniversary date (whichever comes first), subject to section 32.1.C.~~ Postdoctoral Scholars-Fellows that receive a pay increase of 2% or more between February 1, 2023 and July 1, 2023, will not be eligible for another pay increase as outlined in section 32.2.A for 12 months or until their anniversary date in 2024, whichever is later. The minimum stipend level for Postdoctoral Scholar-Fellows with new appointments, reappointments, or anniversary dates (whichever comes first) after January 1, 2024, will be increased by 8% 5% 4% upon appointment, reappointment, or anniversary date (whichever comes first), subject to section 32.1.C. The minimum stipend level for Postdoctoral Scholar-Fellows with new appointments, reappointments, or anniversary dates (whichever comes first) after January 1, 2025, will be increased by 15% upon appointment, reappointment, or anniversary date (whichever comes first), subject to section 32.1.C. The minimum stipend level for Postdoctoral Scholar-Fellows with new appointments, reappointments, or anniversary dates (whichever comes first) after January 1, 2026,~~

~~will be increased by 2.25% upon appointment, reappointment, or anniversary date (whichever comes first), subject to section 32.1. C.~~

3. ~~Postdoctoral Scholar Paid Directs (PDRs). Postdoctoral Scholars paid directly are funded by a non-UW entity/funding source. PDRs must receive a minimum of \$53,760 from their funding source, unless funded at a higher rate by their non-UW entity/funding sources. New appointments on or after July 1, 2024, must receive a minimum of \$56,484 from their funding source, unless funded at a higher rate by their non-UW entity/funding source. The provisions of Article 32 do not otherwise apply to PDRs.~~

~~Postdoctoral Scholar Paid Directs: Postdoctoral Scholars paid directly (PDR) by a non-UW entity/funding source with new appointments, reappointments, or anniversary dates (whichever comes first) after April/June July 1, 2023 shall be paid a minimum of \$60,000/58,000-57,000-56,484. Postdoctoral Scholars paid directly (PDR) by a non-UW entity/funding source with new appointments, reappointments, or anniversary dates (whichever comes first) after January 1, 2024 shall be paid a minimum of \$67,000/65,000-64,000-58,743. Postdoctoral Scholars paid directly (PDR) by a non-UW entity/funding source with new appointments, reappointments, or anniversary dates (whichever comes first) after January 1, 2025 shall be paid a minimum of \$61,093. Postdoctoral Scholars paid directly (PDR) by a non-UW entity/funding source with new appointments, reappointments, or anniversary dates (whichever comes first) after January 1, 2026 shall be paid a minimum of \$63,536.~~
~~*Payable on the first available pay period after September 16, 2023 as determined by the employer.~~

Section 32.32. Individual Postdoctoral Scholar Salary Increases.

Once a Postdoctoral Scholar is appointed ~~with~~and a salary/stipend level ~~has been established~~
~~amount at or above their appropriate experience level~~, all future appointments must be to at least the same ~~or next higher experience level~~. For the purpose of this article the Postdoctoral Scholar's anniversary date is ~~the~~ 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, except as described in 32.2.~~
- A. ~~All Postdoctoral Scholars whose salary/stipend rate exceeds the their experience-based Postdoctoral Scholar salary/stipend minimum scale in Section 32.1 shall receive a salary/stipend increase of no less than two percent (2%)~~ four three two percent (4-3%2%) every year on the anniversary date of their appointment during 2024, the lifetime of this agreement.
~~This section expires June 30, 2021.~~
- ~~B. 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.~~
- B. In the event that a Postdoctoral Scholar is awarded extramural funding—or is named as personnel on a grant or other extramural funding source~~award~~—that supports~~authorizes~~ 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 32.32 of this Article.

Section 32.43. Retention.

For the purpose of retention of an individual Postdoctoral Scholar, the Employer may enter into an individual agreement at any time regarding a salary increase at any time with an individual Postdoctoral Scholar regarding salary increases at any time. An individual Postdoctoral Scholar who receives a retention increase equal to or more than the increase outlined in Section 32.2A is not entitled to an additional salary/stipend increase in the same calendar year. An individual Postdoctoral Scholar who receives a retention increase less than the increase outlined in Section 32.2A is entitled to an additional salary/stipend increase that equals the difference between the increase given under this section and Section 32.2A on the anniversary date of their appointment in the same calendar year. An individual Postdoctoral Scholar who receives a retention increase that exceeds the increase outlined in Section 32.2A is not entitled to an additional salary/stipend increase as outlined in Section 32.2A in the same calendar year.