

**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)~~

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

~~\*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)~~

| <b>Postdoctoral experience level</b> | <b>Minimum annual full-time salary equivalent</b> |
|--------------------------------------|---|
| 0 (0-11 months)                      | \$53,760 <del>\$67,500</del>                      |
| 1 (12-23 months)                     | \$54,144 <del>\$70,200</del>                      |
| 2 (24-35 months)                     | \$54,540 <del>\$73,008</del>                      |
| 3 (36-47 months)                     | \$56,712 <del>\$75,928</del>                      |
| 4 (48-59 months)                     | \$58,608 <del>\$78,965</del>                      |
| 5 (60-71 months)*                    | \$60,780 <del>\$82,124</del>                      |

\*by exception

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

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

- 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 shall be \$72,000.
- 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. 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.
  - 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 on ~~March~~ ~~April~~ ~~May~~ ~~July~~ 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.**
  - 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 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~~.

### **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 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 that individual ~~Postdoctoral Scholars regarding salary increases at any time.~~