



UW Postdocs United / UAW 4121 Tentative Agreement Contract Summary

Below is a summary of the Tentative Agreements of Articles and Memoranda of Understanding (MOU) from our contract that would be modified from our [current contract](#) upon ratification by membership. All other Articles and MOUs remain unchanged from our current contract.

You can read the full text of all Tentative Agreements - with changes to the 2019-21 CBA tracked - [here](#).

- **Article 5 Childcare:** The UW admin will expand the Childcare fund to \$45,000 in 2021, and \$50,000 in 2022. The fund will be administered semiannually to better support Postdoc caregivers. The fund was previously \$30,000, disbursed once in December.
- **Article 9 Healthcare Benefits Amounts:** The employer will continue to pay 85% of the medical premium for PEBB-sponsored healthcare plans. Other changes include adding dental coverage to the covered benefits and notes that if changes to long-term disability are made during the life of the CBA the University will bargain with the statewide union coalition.
- **Article 25: Titles and Classifications:** new job codes have been created for Conditional Postdoctoral job titles. This will make it easier for Postdocs transition out of the Conditional job title into the Postdoctoral Scholar job title upon degree conferral. No other parts of this article have changed.
- **Article 32 Wages:** From now until June 30th, 2021, wages and annual increases for all Postdocs will continue as established in the current (2019-2021) CBA. Postdocs must be paid no less than their experience level step on the CBA salary scale and must receive at least 2% increases upon reappointment or one-year anniversary date of hire. On or after July 1st, 2021, the minimum salary scale will increase to the [2021 NIH NRSA amounts for](#) new appointments, reappointments or anniversary dates that fall after that date. Continuing Postdocs paid on the current minimum pay scale will be moved to the next experience level step on the 2021 payscale if their anniversary date or reappointment falls after July 1, 2021. This will result in raises of an average of 9.4% for Postdocs currently on the minimum wage scale whose anniversary or reappointment date falls after July 1st (which is the majority of the unit). As such this Article will provide for significant raises for Postdocs paid at the lowest levels. After July 1st, for Postdocs above the payscale, raises will be discretionary. While UW administration would not agree to across-the-board guaranteed increases (consistent with the policies they issued for other campus employees), our contract does not prevent Postdocs from being paid at levels higher than the minimum payscale, or from organizing at the department or college level for increases.

Postdoc experience level	Minimum wage scale for current CBA	New minimum wage scale (effective July 1st for new appointments/reappointments/anniversary dates)
0 year	\$50,004	\$53,760
1 year	\$51,004	\$54,144
2 year	\$52,024	\$54,540
3 year	\$53,065	\$56,712
4 year	\$54,126	\$58,608
5 year	\$55,208	\$60,780

- Article 34 Duration: The Collective Bargaining Agreement will remain in effect until January 31st, 2023.
- MOU EPIC Training: The UW administration will increase funding for the Postdoc EPIC ([Empowering Prevention & Inclusive Communities](#)) program, enabling the hire of up to three trainers to expand the anti-sexual harassment/discrimination program. Funds may also be used for different purposes to support the program. The previous contract provided for only one trainer with no provision for funds to be used for other purposes.
- New MOU Postdoctoral Scholars Paid-Direct: The UW will supply a \$500/month benefit to paid-direct postdocs who don't receive a healthcare stipend to cover personal expenses such as healthcare, effective 90 days after contract ratification. This is a phenomenal win for these Paid-Direct Postdocs, often international scholars, who have been refused health insurance – and [a direct result of the actions taken by you and the majority of our members](#).
- MOU Transportation: All Postdocs will continue to receive a free U-PASS for the life of the contract. Our current agreement on the free U-PASS was set to expire in June.
- New MOU Wage Reopener: If the UW implements merit increases for professional staff from 07/01/2021 through 12/31/2022, we can bargain over wages for Postdocs paid above the minimum pay scale who have not received wage increases during that time.

Some MOUs and Side Letters dealing with the initial contract implementation have been removed from the contract:

- MOU Article 32 Wage Implementation
- MOU One Time Wage Adjustment
- MOU Wage Reopener
- Side Letter A Workday Rosters/Reports