



How is this contract different from our current contract?

Here is a [summary](#) (pdf) of how our contract would change upon ratification.

How does the ratification process work?

Every Postdoc member will receive an electronic ballot on Monday 2/22 at 9am. The voting period ends Monday 3/1 at 5pm. The vote will be determined by simple majority. The ballots are unique and only you can vote with your ballot. You will receive reminder emails if you haven't submitted your ballot.

What is the importance of the ratification vote?

Voting to ratify the contract means that you're adding your voice to send a strong message to the UW administration to support all UW Postdocs. When more Postdoc members vote on contract ratification, we are making the collective bargaining process more participatory and democratic and laying the groundwork for future improvements. Other Postdocs unions have made substantial improvements over successive contracts because members were actively involved at every stage of the decision-making process.

I'm a postdoc and I didn't get a ballot emailed to me. What should I do?

Check your email (including spam filters) for an email from [uaw4121@uaw4121.org](mailto:uaw4121@uaw4121.org) with the subject line, "Ratification vote starts today - submit your ballot!". If you still can't find it, please email [uaw4121@uaw4121.org](mailto:uaw4121@uaw4121.org). Please note that only Postdoc union members in good standing are eligible to vote. If you're not yet a member of UAW 4121, you can join at any time [here](#).

What is the significance of voting YES on ratification?

Voting YES on the contract means voting to adopt the contract agreement that has been negotiated by the Postdoc Bargaining Committee. The Bargaining Committee unanimously voted to approve the contract agreement and send it for a ratification vote. Voting YES is an important way to take action to improve Postdoc working conditions at UW and across the country by demonstrating strong participation. This contract will serve as a model for Postdocs across the country to build upon.

What is the significance of voting NO on ratification?

Voting NO on the contract means voting against adopting the contract and asking the bargaining team to try negotiating again. If members vote NO the contract will not go into effect and changes to health insurance, childcare, and the new wage scale will not be implemented. The Bargaining Committee believes that this contract is the best agreement we could reach

given the power we have under the current circumstances, and as such we ask that a NO vote be accompanied by your commitment to take further direct action to pressure the administration.

#### Does the Bargaining Team believe there is still room for improvement?

Absolutely. Our unanimous recommendation for a Yes vote is due to our belief that this is the best contract we could achieve at this time and that the improvements we negotiated cannot wait. Agreeing to this contract now ensures that needed improvements are implemented and that we continue to fix problems through growing our collective influence as Postdocs.

#### What happens if the contract is ratified?

If this new contract is ratified, it will replace our current contract immediately. Some articles will be implemented within a certain time period upon ratification, as described in each Article.

#### What happens if the contract is rejected?

If the contract is rejected, we will go back to the bargaining table. None of the provisions that have reached Tentative Agreement will be guaranteed and we will continue to bargain with the UW administration. During this period, the terms of the original contract would carry over and the University would be barred in most cases from making unilateral changes, but for example the fully subsidized U-PASS is scheduled to expire on June 30th, 2021. Additionally, continued delays in bargaining could potentially result in delays in the implementation of the new contract. For example, in our [current Tentative Agreement](#), the new Wage Scale for Postdoc appointments and reappointments will go into effect on July 1st 2021. Rejecting the current agreement with a NO vote will likely delay that effective date until later in the year, denying needed raises to a significant portion of UW Postdocs. Additionally, a NO vote would mean that Paid-direct Postdocs would continue to be denied health insurance subsidies that are secured in the new contract.

Importantly, we don't believe that a NO vote is the best way to increase our power to hold the administration accountable to Postdocs and make improvements. We proposed many other changes that the Administration soundly rejected. Our recommendation is to ratify this agreement and then continue to organize for change at the department level and continue winning improvements as we have since the first CBA went into effect in 2019.

#### What can I do to help?

There are many way you can help:

1. Emailing members.
2. Calling/texting members.
3. Having conversations with members about the tentative agreement and voting.

If you are interested, please contact [uaw4121@uaw4121.org](mailto:uaw4121@uaw4121.org).