

UAW 4121
Postdocs: Know Your Rights!
 2021-2023 Contract

UW Postdocs are covered by the following:

Compensation

- Before having a union there was no minimum salary for postdocs - some people were making below \$37,000 a year.
- In our most recent contract, we won a minimum salary scale that raised wages by 8-12% based on the 2021 NIH wage scale in blue.
- This is the union difference, as only campuses with Postdoc unions have been able to win guaranteed minimum wages.

Years of Postdoc Experience	Compensation before 2018	Compensation 2019-2021	Compensation 2021-Now
0	No Min	\$50,004	\$53,760
1		\$51,004	\$54,144
2		\$52,024	\$54,540
3		\$53,065	\$56,712
4		\$54,126	\$58,608
5*		\$55,208	\$60,780

Free Public Transportation

- Your employer ID card is also your UPASS, which means free rides on all the buses and the lightrail in Seattle.
- This is a savings of \$600 per year!

Healthcare for all UW Postdocs

- UW pays 85% of health insurance premiums
- Supplementary stipend for postdocs funded by external grants without health insurance
- Our union has fought for years to improve healthcare.
- We bargain with the state of Washington to lower our monthly premiums, with UW paying 85%

Safe Working Conditions & Materials

- Right to a healthy & safe working environment - you cannot be forced to work in unsafe conditions.
- COVID-19 Safety and Protections: if you're working in person during the pandemic, safety protocols and protective gear must be provided.
- No out-of-pocket costs for materials or equipment

Appointment Security & Paid Time Off

- Appointment Security: Minimum one year appointment and protections against unjust termination
- Paid Time Off:
 - 12 sick days
 - 21 vacation days
 - 11 University holidays
 - Paid Family Medical Leave (PFML): 12-16 weeks of paid leave for a number of qualifying life events like parental leave, personal medical recovery, or caregiving if a family member is sick

Equity in the workplace

- Survivor-centered protections against harassment and discrimination: You have access to a grievance procedure to address any instances of harassment or discrimination with survivor-centered protections
- Union peer-led, evidence-based trainings through the Empowering Prevention & Inclusive Communities (EPIC) training program.
- Rights to career development like secondary mentors and applying for grants as a PI
- [Collective caregiver fund](#). Last year, postdocs who enrolled got an average of \$1000.
 - 2020: \$30,000
 - 2021: \$45,000
 - 2022: \$50,000

Postdocs have all of these rights because a majority of our co-workers have signed up as members of our union and fought to win them during negotiations with UW administration.

You can access the full 2021-2023 collective bargaining agreement at <https://www.uaw4121.org/postdoc-contract-full/>.

If you experience problems in any of these areas, please get in contact immediately, even if you've already contacted another campus resource or aren't sure what you'd like to do. A union representative can help you figure out your options, and will advocate for you.

Questions? Problems?

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