

Sat, Oct 15, 8:17 AM
Delivered via email

from: Jennifer Mallahan
to: David Parsons
Sam Sumpter
cc: Banks Evans
Laura Hartless

UNION NOTICE: Postdocs: January 1, 2023 L&I Salary Threshold Change

Hi Sam and David,

On September 30, 2022, the Washington State Department of Labor and Industries (L&I) announced the new state minimum wage effective January 1, 2023: \$15.74 per hour. Importantly, the Washington state overtime threshold for overtime exempt jobs as of January 1, 2023 is set by state rule at 2 times the state minimum wage and will be \$1,259.20/wk.

Due to the monthly base pay model at the UW requiring a whole dollar amount, the UW's monthly and annualized overtime exempt salary thresholds are slightly higher than the state's thresholds as shown in the table below:

L&I Salary Threshold Effective January 1, 2023	
Weekly	\$1,259.20
Monthly	\$5,457
Annual	\$65,484

Currently, postdoctoral scholars who are full-time UW salaried employees are considered overtime exempt professionals subject to these new minimum thresholds. These include postdoctoral scholars in the following 3 Workday job profiles:

1. Postdoctoral scholar
2. Interim postdoctoral scholar
3. Postdoctoral scholar conditional

This email serves as notice that postdoctoral scholars in these 3 job profiles that do not meet these new minimum thresholds, will need to be moved to into newly created Workday job profiles for non-exempt postdoctoral scholars. This will mean that these postdoctoral scholars are not overtime exempt and they will need to track their hours worked and be paid overtime at time-and-a-half for any hours worked over 40 in a workweek effective January 1, 2023. Per the "MOU – Time Reporting", this email also serves as notice the University is reopening Article 23 – Time and Effort Commitment.

For more information about the newly [updated projections for minimum overtime thresholds](https://lni.wa.gov) [\[lni.wa.gov\]](https://lni.wa.gov) is available on the Washington state L&I webpage.

Please let us know if you have any questions.

Thank you,

Jennifer

JENNIFER MALLAHAN
Labor Relations Negotiator
Labor Relations