

ARTICLE 32 – 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 provided by the grant.

Effective January 1, 2023, the minimum salary for Postdoctoral Scholars is \$65,508 except as defined below.

Postdoctoral Scholars. Effective January 1, 2023, each Postdoctoral Scholar below this minimum will be moved to not less than \$65,508. 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 that receive a pay increase of 1% or more effective on or about January 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 Scholars who do not receive a pay increase or receive a pay increase of less than 1% on or about January 1, 2023, will be eligible for a pay increase as outlined in in Section 32.2A.

Postdoctoral Scholar-Fellows. Postdoctoral Scholar-Fellows with new appointments, reappointments, or anniversary dates (whichever comes first) after January 1, 2023, will have their total stipend increased to \$65,508 subject to section 32.1. C.

Postdoctoral Scholar Paid Directs. Postdoctoral Scholars paid directly (PDR) by a non-UW entity/funding sources are paid a minimum of \$53,760 and the provisions of Article 32 do not otherwise apply.

Section 32.2. Individual Postdoctoral Scholar Salary Increases.

Once a Postdoctoral Scholar is appointed and a salary/stipend level has been established, all future appointments must be to at least the same level. For the purpose of this article the Postdoctoral Scholar's anniversary date is defined as one (1) calendar year of continuous employment from their most recent appointment date.

- 1 A. All Postdoctoral Scholars shall receive a salary/stipend increase of no less than
2 one percent (1%) every year on the anniversary date of their appointment during
3 the life of this agreement.
- 4 B. In the event that a Postdoctoral Scholar is awarded extramural funding—or is
5 named as personnel on a grant or other extramural award—that authorizes a
6 higher salary/stipend than the Postdoctoral Scholar receives at the time of award,
7 and the supervisor has authorized a salary increase subject to departmental
8 approval, the Postdoctoral Scholar salary/stipend will increase to the new rate on
9 the next available pay period following the effective date of the departmental
10 decision. The effective date of the increase shall become the Postdoctoral
11 Scholar's new anniversary date for the purposes of Section 32.3 of this Article.

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13 **Section 32.3. Retention.**

14 For the purpose of retention of an individual Postdoctoral Scholar, the Employer may
15 enter into an agreement regarding a salary increase at any time with that Postdoctoral
16 Scholar.
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