

UW POSTDOCS

BEFORE FIRST CBA (2019)

WITH CURRENT CBA (6/2023 - 1/2025)

COMPENSATION

In 2019, pay was determined by individual PIs. Many (but not all) tracked the NIH minimum of \$47,484. In the decade preceding 2016, base pay was increased once, by \$62/month. Postdocs could request additional increases.

Minimum pay for non-Paid Direct Postdocs is guaranteed and will increase to \$68,456 by 2024 (an increase of 37%). Postdocs paid above the minimum will receive a guaranteed annual raise of at least 2% per year. Nothing prohibits PIs from paying above these amounts if they choose.

TRANSPORTATION

Postdocs could purchase a U-Pass for \$50/month.

The U-Pass is available to all Postdocs free of charge.

INTERNATIONAL POSTDOCS

International postdocs had access to the Office of International Programs or Office of Postdoctoral Affairs to gain information about existing visa terms and conditions.

CBA provides a number of rights and protections that are especially relevant to international postdocs:

- Appointment Security. Minimum one year appointment unless prevented by visa or funding.
- Dispute Resolution. Postdocs are protected against arbitrary dismissal. International scholars also may be reimbursed for travel costs if a dismissal is found to have been enacted without just cause.
- Representation. Postdocs have the right to appeal University decisions to third party arbitration and to be represented by a peer Union member who is trained in enforcing the CBA;
- Leave/Vacation. Paid vacation and leave time off for traveling outside the U.S., caring for family members, personal illness, etc.
- Fees: The J-1 SEVIS Fee and OPT Filing Fees are waived for all Postdocs as of 2023.

NON-DISCRIMINATION AND HARASSMENT

Rights: Postdocs are protected against discrim/harassment on the basis of identity. File complaints regarding discrim/harassment to appropriate Univ. offices or as an EEOC claim. No 3rd party arbitration.

Training: Sexual harassment training focused on definitions & compliance. Oriented towards minimizing legal exposure. Postdocs were not involved in development or presentation of materials.

No data collection about postdoc experiences to modify/improve representation & protection systems.

Reporting: No recognized peer-led advocacy process. No right to appeal to third-party arbitration (CCR has the sole jurisdiction to investigate).

Rights: Postdocs are protected against discrimination and harassment on the basis of identity. Postdocs have the right to work in an environment that “fosters mutual respect and professionalism,” access to peer advocates who are trained in trauma-informed grievance handling, access to neutral third-party arbitration and explicit protection against retaliation.

Training: Union and UW jointly develop training specifically for ASEs and Postdocs that is peer-developed, peer-led, data-driven, and prevention-based. Goals are to shift culture and create new community norms, as well as explain what constitutes discrim/ harassment and intersectionality of behaviors. UW hires (with Union agreement) up to 3 Postdocs to develop and administer the program.

UW and Union jointly develop and disseminate equity survey once per year and use data to develop better systems to fight discrimination and harassment.

Reporting: Survivor-centered grievance procedure for addressing discrim/harassment issues (as well as any other contractual violation), including interim measures, access to neutral third party arbitration and Union representation by a trained peer advocate.

LAYOFF, CORRECTIVE ACTION, DISMISSAL JUST CAUSE

Postdocs were disciplined or dismissed without UW having to show just cause. In situations where Postdoc positions were reduced or eliminated due to reductions in funding, advance notice was suggested but not required.

UW must prove just cause in order to take corrective action against or dismiss a Postdoc and must provide advance notice. Postdoc appointments cannot be involuntarily reduced or eliminated due to lack of funding within the first year of appointment. Thereafter Postdocs have the right to information about funding that results in elimination/reduction of positions..

CAREER DEVELOPMENT

At the discretion of Postdocs' PIs, paid time may be used for career development activities. IDPs (Independent Development Plans) are required for NIH funded postdocs.

All postdocs have the right to develop an IDP, covering goals and expectations, self-assessments, and progress reviews. Postdocs have the right to serve as PIs on grants (with approval) and the right to use paid time for professional development activities.

APPOINTMENT LENGTH AND WORKLOAD

No minimum appointment length and no limits on the number of days or hours that a PI could demand.

Minimum one-year appointment (and re-appointment). Workload cannot exceed what is reasonably necessary to complete the project.

TIME OFF, SICK LEAVE, & FAMILY/MEDICAL LEAVE

Birth parents could be eligible to use paid sick leave (up to 90 calendar days) for parental leave. Non-birth parents were not eligible and sick leave could not be used in cases of adoption.

All postdocs are eligible for up to 12 weeks Paid Family/Medical Leave as per WA state law. Because Paid Family/Medical Leave is codified in the CBA, UW postdocs can file a grievance if they are denied inclusion.

Postdocs could be eligible for up to 1 month paid time off, subject to supervisor approval and not tracked.

All UW postdocs receive 21 days of paid vacation time per year at the beginning of their appointments, in addition to paid time off for civil duties, reasons of faith or conscience (2 days), bereavement (3 days), and personal holiday (1 day).

Postdocs receive 1 day of paid sick time off for each month of the appointment. Sick time off is preloaded annually and available at the beginning of the month after the start of the appointment.

CHILDCARE

No childcare subsidies specific to Postdocs.

Postdocs can apply to a UW Postdoc Childcare Assistance fund to offset the cost of childcare. Maximum of all awards per year increased to \$75,000 in 2023.

WORKSPACE, HEALTH AND SAFETY

Training, access to workspace, equipment and facilities were at the discretion of individual supervisor.

Postdocs have the right to workspace and materials necessary to complete their work, and can refuse to work in spaces that present an imminent danger to health and safety.

