

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. Postdoctoral Scholars that received 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 did not receive a pay increase or received 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 February 1, 2023, will have their total stipend increased to \$65,508 subject to section 32.1. C. Effective July 1, 2023, the minimum for all Postdoctoral Scholar-Fellows will be increased to \$65,508 subject to 32.1.C. This increase does not extend the appointment period for the Postdoctoral Scholar. Postdoctoral Scholars-Fellows that receive a pay increase of 1% or more between February 1, 2023 and July 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 Scholar Paid Directs (PDRs). Postdoctoral Scholars paid directly are funded by a non-UW entity/funding source. PDRs must receive a minimum of \$53,760 from their funding source, unless funded at a higher rate by their non-UW entity/funding sources. New appointments and reappointments on or after January 1, 2024, must receive a minimum of \$54,840 from their funding source, unless funded at a higher rate

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by ~~their~~ non-UW entity/funding source. The provisions of Article 32 do not otherwise apply to PDRs.

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.

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

Section 32.3. Retention.

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

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