

Tentative Agreement

UC-UAW Successor Bargaining
Postdoctoral Scholars (PX)
Article 4 – Compensation
UC Proposal 7
November 28, 2022
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For UC

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11-28-2022

Peter Z Nguyen
11/28/2022

ARTICLE 4 COMPENSATION

A. GENERAL PROVISIONS

The provisions of this section apply only when the referenced terms are implemented.

1. Nothing shall preclude the University from providing compensation to Postdoctoral Scholars at rates above those required in this Article. Such rates may be provided on appointment, reappointment, ~~anniversary date,~~ and/or as a merit increase.
2. The provisions of this Article shall not apply to any Postdoctoral Scholar appointed on a grant (e.g., Einstein Fellows, Hubble Fellows) that restricts that Postdoctoral Scholar's remuneration to only the pay received by the grant.
3. ~~For implementing salary/stipend changes in accordance with NIH updates to the NRSA Scale, the UC Postdoctoral Scholar salary/stipend minimum rate for Experience Level 0 shall equal Experience Level 2 of the new NRSA scale, and progress sequentially as described in Appendix I, Table 23.~~
3. When extramural agencies establish stipends at a rate less than the University-established salary/stipend minimum, and the campus elects to proceed with the appointment of a Postdoctoral Scholar, the campus shall provide additional funding to increase the salary/stipend level of the Postdoctoral Scholar to the established minimum. The supervisor shall arrange the additional funding prior to the start date of an appointment.
4. If the University provides a supplement to a Postdoctoral Scholar such that the Postdoctoral Scholar's total salary exceeds the Postdoctoral Scholar's base salary/stipend rate, continuance or discontinuance of the supplement is at the sole discretion of the University, unless the supplement is necessary to meet the salary/stipend requirements of this article.
5. When the requirements of the sponsoring agency exceed the requirements of this Agreement, with the exception of the provisions of §A.2. above, the requirements of the sponsoring agency shall control all salary increases and adjustments to the individual Postdoctoral Scholar's salary.

B. UC POSTDOCTORAL SCHOLAR EXPERIENCE BASED SALARY/STIPEND SCALE

Changes to the scale, as referenced below, shall be reflected in Tables 23 and 23(N) of the Academic Salary Scale – Appendixes I and J to the Agreement.

1. At the time of initial appointment, a Postdoctoral Scholar shall be appointed to at least the minimum experience level for their number of years of experience.

<u>Experience Level</u>
<u>Level 0 (0-11 months)</u>
<u>Level 1 (12-23 months)</u>
<u>Level 2 (24-35 months)</u>
<u>Level 3 (36-47 months)</u>
<u>Level 4 (48-59 months)</u>
<u>Level 5 (60-71 months)</u>

2. New Salary Scale

- a. Effective April 1, 2023, the University shall implement the below salary scale:

<u>Experience Level</u>	<u>Salary Level</u>
<u>Level 0</u>	<u>60,000</u>
<u>Level 1</u>	<u>62,220</u>
<u>Level 2</u>	<u>64,522</u>
<u>Level 3</u>	<u>66,909</u>
<u>Level 4</u>	<u>69,385</u>
<u>Level 5</u>	<u>71,952</u>

- b. Effective April 1, 2023, Postdoctoral Scholars shall have their salaries/stipends increased to the new salary scale at the same experience level they are currently on; or
- c. Postdoctoral Scholars shall be paid at least the minimum for their current experience level at the time of the transition in accordance with b. above; or
- d. Postdoctoral Scholars with salary/stipend amount above the appropriate experience level will not receive an increase pursuant to this Section. (Previous B.1.c.)

~~December 1, 2016 Scale Increases~~

~~December 1, 2016, the University shall implement the projected FY 2017 NIH Ruth L. Kirschstein National Research Service Award (NRSA) Stipend levels in accordance with A. 3. Above.~~

~~On December 1, 2016, all full-time Postdoctoral Scholars shall have their salaries/stipends increased to the NIH experience-based scale at the same experience step they are currently on. If the Postdoctoral Scholars~~

~~anniversary/reappointment date is December 1, 2016, the provisions of B-1, c. shall also apply. Postdoctoral Scholars awarded a Kirschstein Fellowship, shall receive an increase on the effective date established in their revised NIH Award Notice.~~

e. October 1, 2023

<u>Experience Level</u>	<u>Salary Level</u>
<u>Level 0</u>	<u>64,480</u>
<u>Level 1</u>	<u>66,868</u>
<u>Level 2</u>	<u>69,342</u>
<u>Level 3</u>	<u>71,908</u>
<u>Level 4</u>	<u>74,569</u>
<u>Level 5</u>	<u>77,327</u>

3. General Range Adjustments

During the life of this agreement, the Postdoctoral Scholar Salary Scale shall increase in the following manner:

<u>October 1, 2024</u>	<u>3.5%</u>
<u>October 1, 2025</u>	<u>3.5%</u>
<u>October 1, 2026</u>	<u>3.5%</u>

For non-exempt Postdoctoral Scholars, the range increase shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after October 1.

~~2. Subsequent Salary/Stipend Scale Increases Through the Duration of the Agreement~~

~~Increases to the University Postdoctoral Scholar salary/stipend minima rates shall be made in accordance with the NIH Notice pertaining to the Ruth L. Kirschstein National Research Service Award (NRSA) Stipend Levels. The effective date of the change is the first day of the payroll period following the announcement, except for Postdoctoral Scholars awarded a Kirschstein Fellowship, for whom the effective date is the date established in their revised NIH Award Notice.~~

- a. ~~The implementation of and/or changes to the UC Postdoctoral Scholar Salary Scale does not automatically affect the salaries of Postdoctoral Scholars, except for Kirchstein Fellows as provided above.~~
- b. ~~The new minima will apply to individual salaries/stipends only when a Postdoctoral Scholar is newly appointed, reappointed, or on the anniversary date for those Postdoctoral Scholars with multiple year appointments.~~
4. Individual Postdoctoral Scholar salary/stipend increases shall occur in accordance with the provisions of §C. below. (Previous B.2.c.)

C. INDIVIDUAL POSTDOCTORAL SCHOLAR INCREASES

Once a Postdoctoral Scholar is appointed at or above the appropriate experience rate, all future appointments must be to at least the appropriate experience based salary/stipend rate.

1. ~~Postdoctoral Scholars shall have their experience level increased to the NIH experience based on their experience as follows: at the same experience step they are currently on. If the Postdoctoral Scholars anniversary/reappointment date is December 1, 2016, the provisions of B. 1. c. shall also apply.~~
 - a) Postdoctoral Scholars whose initial appointment occurred from October 1 through April 1, shall move at least to the next experience minimum salary rate level on October 1 of each year or receive an increase of at least three percent (3.0%), whichever is greater.
 - b.) Postdoctoral Scholars whose initial appointment occurred from April 2 through September 30, shall move at least to the next experience minimum salary rate level on April 1 of each year, or receive an increase of at least three percent (3.0%), whichever is greater.

~~In the event a Postdoctoral Scholar receives a multiple year appointment, the Postdoctoral Scholar must thereafter receive salary/stipend increases to the appropriate experience based salary/stipend rate on their anniversary date, as applicable in the scale referenced in Appendix I Table 23. (Previous C.1)~~

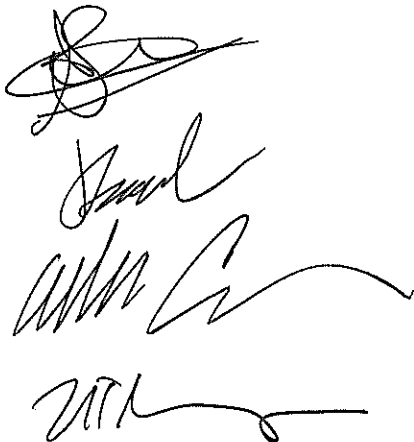
~~If a Postdoctoral Scholar's salary/stipend amount is above the appropriate experience level on reappointment, or their anniversary date for Postdoctoral Scholars with multi-year appointments, the Postdoctoral Scholar shall receive an~~

~~increase to at least the minimum of the next appropriate salary/stipend experience level, or at least a two percent (2%) salary increase, whichever is greater,~~

~~Postdoctoral Scholar Experience-Based Salary/Stipend Minima~~

UC Scale	Effective December 1, 2016
UC Appointment Step for Postdoctoral Scholar Experience Level	Projected NIH/NRSA Stipend for FY 2017
0 (0-11 months)	\$48,216
1 (12-23 months)	\$50,316
2 (24-35 months)	\$52,140
3 (36-47 months)	\$54,228
4 (48-59 months)	\$56,400
5 (60-71 months) by exception	\$58,560

TA For UAW, 11-28-22



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