

Compensation Summary


Effective with the first pay period following approval of the collective bargaining agreement, the salary minimum for postdocs will be \$50,500 – all new postdocs hired with full-time appointments after March 1, 2020 shall be hired at not less than the minimum salary. The minimum salary shall be prorated for postdocs appointed for less than 100% FTE, or appointed for less than one year.

For all employees on the payroll as of December 13, 2019, and who remain on the payroll as of March 1, 2020 (“current employees”) shall be brought to new minimum of \$50,500 (prorated for postdocs appointed for less than 100% FTE or for less than one year), and then receive a 1.5% increase to their annual salary effective with the first full pay period after March 1, 2020. All current employees shall then receive a 1.5% increase to their annual salary on their first re-appointment date that occurs after March 1, 2020, and a 3% increase to their annual salary effective with the start date of their next re-appointment. Employees who were not on the payroll as of December 13, 2019, shall receive a 3% increase to their annual salary effective with the start date of their re-appointment

During the term of this Agreement, if the National Institutes of Health (NIH) raise the minimum salary for postdoctoral research associates from the minimum salary that is in effect at the time that the collective bargaining agreement is approved, the parties agree that postdocs will be appointed or reappointed at not less than the NIH minimum in effect on the date of appointment or reappointment. This provision shall apply to all postdocs covered by this Agreement.

Include the language from section 2 of the University’s 8/13/19 compensation proposal as follows modified to reflect the above:

The decision to appoint or reappoint a Postdoctoral Research Associate at above the minimum, and the decision to provide an increase above the increase as specified in this article, is at the sole discretion of the University and shall not be subject to grievance or arbitration pursuant to Article __. The University encourages all Principle Investigators to consider the NIH experienced-based salary schedule.


Ag JGM

