

Summary of UAW Postdoc 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No changes: The parties agreed to maintain existing contract language.
Article 1 – Purpose and Intent	No changes: The parties agreed to maintain existing contract language.
Article 2 - Recognition	No changes: The parties agreed to maintain existing contract language.
Article 3 – Management Rights and Responsibilities	No changes: The parties agreed to maintain existing contract language.
Article 4 – Appointments and Reappointments	Updates: The parties agreed to language regarding exceptions to full-time appointment status upon written request of the Postdoctoral Scholar and written agreement of the supervisor.
Article 5 - Childcare	Updates: The parties agreed to language to increase the childcare fund to \$75,000 per year to be distributed twice per year.
Article 6 – Corrective Action and Dismissal	No changes: The parties agreed to maintain existing contract language.
Article 7 – Grievance Procedure	No changes: The parties agreed to maintain existing contract language.
Article 8 – Health and Safety	Updates: The parties agreed to remove language related to reasonable accommodations from this article and place it in a new article outlining reasonable accommodations.
Article 9 – Health Care Benefits Amounts	Updates: The parties agreed to contract language contained in other CBAs. The parties also agreed to language for July 1, 2023-June 30, 2025, as negotiated through the Union coalition bargaining at the State level.
Article 10 - Holidays	No changes: The parties agreed to maintain existing contract language.
Article 11 – Individual Development Plans and Progress Assessments	No changes: The parties agreed to maintain existing contract language.
Article 12 – Intellectual Property and Academic Rights	Updates: The parties agreed to language regarding Executive Order 61 (Research Misconduct Policy) being incorporated into the CBA. Additionally, the parties agreed that the grievance procedures only applied to EO 61 as a result of a misapplication of an element of the policy.
Article 13 – Joint Union-Management Committee	No changes: The parties agreed to maintain existing contract language.
Article 14 - Layoff	No changes: The parties agreed to maintain existing contract language.

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Article 15 – Military Leave	New: The parties agreed to contract language detailing the relevant law, policy, and process for military leave.
Article 16 – No Strikes, No Lockouts	No changes: The parties agreed to maintain existing contract language.
Article 17 – Non-discrimination and Harassment	Updates: The parties agreed to language encouraging anyone who has experiences or observed discrimination or harassment to report the allegation(s) in accordance with UW policies and process as well as this article. The parties also agreed to jointly administer an equity survey for Postdoctoral Scholars that will focus on Postdoctoral Scholar specific issues.
Article 18 - Orientation	Updates: The parties agreed to language clarifying that those new employees with a primary work location of the Seattle main Campus will be required to attend Welcome Day. Also, the parties agreed the Union will be permitted to display a reasonable amount of information if the University conducts a self-paced on-line orientation.
Article 19 – Personnel Files	No changes: The parties agreed to maintain existing contract language.
Article 20 – Professional Development and Career Counseling	Updates: The parties agreed to language regarding meetings to discuss issues related to professional development of Postdoctoral Scholar. The parties agreed to meet two times per calendar year.
Article 21 – Reasonable Accommodations	New: The parties agreed to contract language detailing the relevant law, policy, and process for disability accommodations. The parties also agreed on language regarding pregnancy accommodation.
Article 22 – Retirement Benefits	No changes: The parties agreed to maintain existing contract language.
Article 23 - Subcontracting	No changes: The parties agreed to maintain existing contract language.
Article 24 – Subordination of Agreement and Savings Clause	No changes: The parties agreed to maintain existing contract language.
Article 25 – Time and Effort Commitment	No changes: The parties agreed to maintain existing contract language.
Article 26 – Time Off and Leave	Updates: The parties agreed to language that clarifies when Postdoctoral Scholars are able to use bereavement time off. Additionally, the parties agreed to language regarding civil duty time off and leave related to domestic violence, sexual assault and stalking.

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Article 27 – Titles and Classifications	No changes: The parties agreed to maintain existing contract language.
Article 28 - Training	No changes: The parties agreed to maintain existing contract language.
Article 29 - Transportation	Updates: The parties agreed to language that Postdoctoral Scholars working on the Seattle Campus will have access to Husky Night Walk and UW Night Ride services. Also, the parties agreed to maintain the fully subsidized U-PASS for Postdoctoral Scholars. Finally, the parties agreed to language regarding access to shower facilities.
Article 30 – Travel Pay	No changes: The parties agreed to maintain existing contract language.
Article 31 – Union Rights	No changes: The parties agreed to maintain existing contract language.
Article 32 – Union Security	No changes: The parties agreed to maintain existing contract language.
Article 33 – Voluntary Community Action Program (VCAP)	No changes: The parties agreed to maintain existing contract language.
Article 34 - Compensation	<p>Updates: The parties agreed to a minimum salary for Postdoctoral Scholars of \$65,508 effective January 1, 2023, with some exceptions. The minimum salary for Postdoctoral Scholar-Fellows is increased to \$65,508 effective July 1, 2023. The minimum salary for Postdoctoral Scholar Paid Directs (PDRs) is \$53,760. The minimum for PDRs is increased to \$56,484 effective July 1, 2024. Provisions of this article do not otherwise apply to PDRs.</p> <p>Effective January 1, 2024, the minimum salary for Postdoctoral Scholars and Postdoctoral Scholar-Fellows will increase by 4.5% to \$68,460 annualized. Any adjustments to the minimum on January 1, 2024, will be implemented after any other contractually provided increases.</p> <p>Postdoctoral Scholars and Postdoctoral Scholar-Fellows with a salary/stipend of \$65,508 shall receive a salary/stipend increase of no less than 4.5% on January 1, 2024. All other Postdoctoral Scholars and Postdoctoral Scholar-Fellows will receive no less than a 2% increase on the anniversary date of their appointment in 2024.</p> <p>Finally, the parties agreed that Postdoctoral Scholars that receive a retention increase may not be eligible for another increase in the same calendar year.</p>
Article 35 – Workspace and Materials	No changes: The parties agreed to maintain existing contract language.

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Article 36 - Duration	Updates: The parties agreed to a contract duration of June 14, 2023 or upon ratification through January 31, 2025. – Note: Contract ratification date June 20, 2023.
Side Letter A – Workday Rosters Reports	No changes: The parties agreed to maintain existing contract language.
MOU – Empowering Prevention and Inclusive Communities	Updates: The parties agreed to language that the University will encourage Postdoctoral Scholars to attend EPIC training.
MOU – Immigration Status and Visa	Updates: The parties agreed that an H-1B visa may be an appropriate visa classification for full-time Postdoctoral Scholars and that the University will strongly encourage units to request the Premium Process Fee option for new Postdoctoral H-1B work authorization applications. Also, the parties agreed that the University would pay for some Visa Processing Fees and Expenses for the Postdoctoral Scholars it sponsors.
MOU - Overtime	New: The parties agreed to language regarding Postdoctoral Scholars who become overtime eligible, including that all overtime eligible Postdoctoral Scholars must track their hours they work. Additionally, the overtime eligible employees shall receive overtime at one and one-half their straight time rate for work in excess of forty hours in a work week. Overtime must be approved in advance, however, supervisors may prospectively authorize in writing overtime for employees on designated projects for a designated period of time. Overtime eligible Postdoctoral Scholars may also accrue compensatory time in lieu of monetary payment. Finally, the University will make training available to Postdoctoral Scholars and supervisors regarding the requirements of recording and approving accurate time tracking.
MOU – Postdoctoral Scholar Paid Direct	Updates: The parties agreed on language that provides a monthly stipend of \$500 per month for Postdoctoral Scholar paid directs that receive less than \$65,508 from their non-UW entity/funding source.
MOU – Sexual Harassment Training	Updates: The parties agreed to an updated title change to “Empowering Prevention and Inclusive Communities (EPIC) Training. In addition, the parties agreed that the Employer would provide .2 FTE appointment/assignments for up to three Postdoctoral Scholar trainees.
MOU – Time Reporting	Updates: The parties agreed to strike this MOU.
MOU - Transportation	Updates: The parties agreed to strike this MOU. Language regarding the U-PASS can now be found in Article 27 – Transportation.

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MOU – Wage Reopener	Updates: The parties agreed to strike this MOU.