

## ARTICLE XX WAGES

### A. GENERAL PROVISIONS

1. ~~Nothing shall preclude the~~The University ~~from providing~~may provide compensation to ~~individual~~ Postdoctoral Scholars at rates above those ~~required~~stipulated in this Article.
2. 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.
3. 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 received by the grant.

### B. UW POSTDOCTORAL SCHOLAR EXPERIENCE-BASED SALARY SCALE

The Postdoctoral Scholar salary/stipend minimum rates are provided in the Table 1 below. The minimum rates are graded based on duration of prior relevant postdoctoral experience (both with the University and other institutions) at the time of appointment as determined by the Employer.

Table 1. Postdoctoral Scholar experience-based salary scale

Postdoctoral experience level	Minimum annual full-time salary equivalent
0 (0 – 11 months)	\$ 50,004
1 (12 – 23 months)	\$ <del>50,376</del> <u>51,004</u>
2 (24-35 months)	\$ <del>50,760</del> <u>52,024</u>
3 (36- 47 months)	\$ <del>51,775</del> <u>53,065</u>
4 (48 – 59 months)	\$ <del>52,811</del> <u>54,126</u>
5 (60-71 months)*	\$ <del>53,867</del> <u>55,208*</u>

\*by exception

### C. INDIVIDUAL POSTDOCTORAL SCHOLAR SALARY INCREASES

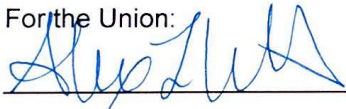
Once a Postdoctoral Scholar is appointed with a salary/stipend amount at or above their appropriate experience level, all future appointments must be to the same or next higher experience level. For the purpose of this article the Postdoctoral Scholar's anniversary date is the defined as one (1) calendar year of continuous employment from their most recent appointment date.

1. Postdoctoral Scholar's s whose salary rate is equal to the Postdoctoral Scholar salary/stipend minimum scale shall receive an increase to at least the minimum of the next appropriate salary/stipend experience level in Table 1.
2. Postdoctoral Scholar whose salary rate exceeds their experience-based Postdoctoral Scholar salary/stipend minimum scale shall receive a salary/stipend increase of no less than two percent (2%) every year on the anniversary date of their appointment.
3. In the event that a Postdoc ~~is awarded~~wins extramural funding — or is named as personnel on a grant or other extramural funding source ~~won by the Postdoc's supervisor or colleague~~ — that ~~supports~~stipulates a higher salary/stipend than the Postdoc receives at the time of award, and the supervisor has authorized a salary increase subject to departmental approval, the Postdoc salary/stipend ~~will~~shall increase to the new rate ~~in the pay period on the next available pay period~~immediately following the effective date of the ~~extramural funding award~~departmental decision, ~~and The~~the effective date of the ~~award~~increase shall become the Postdoc's new anniversary date for the purposes of Section C of this Article~~§C.4~~.

D. Retention: For the purpose of retention, the Employer may enter into individual agreements at any time with Postdoctoral Scholars regarding salary increases.

Tentatively Agreed To:

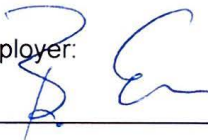
For the Union:



Date:

May 29, 2019

For the Employer:



Date:

5-29-19

