



Overview: on August 1, 2019, the [Wages article](#) of our collective bargaining agreement goes into effect. This article provides wage increases for all Postdocs, either immediately or upon the anniversary date of your renewal. As per the “[Wages Implementation](#)” memorandum, these increases will not show up on paychecks until the University has fully updated the payroll system, no later than the September 25, 2019 paycheck. In addition, many Postdocs will receive a [One-Time Wage Adjustment](#) after September 1, 2019.

Because of the gap between the effective dates of the Wage Article and the payroll implementation date, we advise that you track what you expect your pay increase to be and contact us if you are paid less than expected so we can help.

Below are some specific questions that UW Postdocs have asked about their wages under the new contract. If you have questions that aren't covered here, please [email](#) your question.

Q1. I was hired for my first appointment as a Senior Fellow in March 2017 and I am being paid \$49,900/year. When will I see an increase on my paycheck and how much?

A1-1. The new wage scale goes into effect on August 1, 2019, at which time you will have 30 months of Postdoc experience. This puts you at Postdoctoral Experience Level 2. According to the [new minimum wage scale](#), your annual salary should be increased to \$52,024 on August 1st. Your first paycheck in which that increase will be reflected is September 25, 2019 (which covers the September 1-15th pay period), if not sooner.

A1-2. If you did not receive a raise during the period from October 3, 2017 until ratification of the contract on June 11, 2019, you will also receive a 2% wage increase effective September 1st. This would increase your annual salary to \$53,065, and you should see that increase reflected on your paycheck dated September 25th (which covers the pay period from September 1st-15th).

A1-3. On your next anniversary date, March 1, 2020, you will receive a guaranteed pay increase of at least 2%. That would make your minimum annual salary \$54,126.

Q2. This is my second Postdoc. I received my PhD in June 2016, was a Postdoc at another institution for 2 years, and joined UW on July 1st, 2018. Am I at step 1 or 3 on the salary scale?

A2. The contract says: “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.” You have 37 months of experience, putting you at step 3 on the scale.

Q3. My PI wants to give me an increase, but the payroll office is telling me that I can't get the increase, and I have to stick to the new wage scale in the union contract. What should I do?

A3. Our contract does not set a ceiling on Postdoc wages. In the very first section of the Wages article the University agreed that, “The University may provide compensation to individual Postdoctoral Scholars at rates above those stipulated in this Article.” Thus, the contract in no way limits the University’s ability to provide a discretionary raise *at any time*. If your PI wishes to provide an increase but is being stopped by some other office in the UW administration, please [contact us](#) ASAP so we can gather all of the facts about your case, and help you to resolve the problem as quickly as possible.

Q4. I am a Research Associate paid above the contractual scale, and I have received 2% annual merit increases. How does the contract Wages Article help me?

A4-1. Throughout the bargaining process we tried to capture best practices for Postdoc wages and working conditions and codify them in the CBA as minimum standards, while also preserving the right for Postdocs to individually negotiate above these minimums for purposes of retention. Annual merit increases were not guaranteed before the contract and were frequently not provided to Postdocs. Moreover pay scales were never transparent (a practice that has been shown to contribute to the gender pay gap). Now the University is legally bound to pay at or above the minimum scale and give annual experience-based pay increases for all Postdocs. Moreover Postdocs now receive a free U-Pass, which for many results in additional out of pocket savings of \$50 per month.

A4-2. In addition to these Wage provisions, the contract impacts & benefits every Postdoc at the university by establishing strong non-discrimination and harassment protections, a fair and transparent grievance procedures, family leave and sick leave, and so much more! You can read a full summary of the entire CBA [here](#).

Q5: I have an external fellowship that is paid directly to me, and I am paid below the wage scale minimum for my experience level. What happens to my wages?

A5: As long as your fellowship contract does not explicitly state that you cannot be paid by any other sources, you must be paid at or above the appropriate minimum salary for your experience level.