

From: Vice Provost and Dean Robin L. Garrell
Sent: Thursday, October 20, 2016 5:24 PM
Subject: New Postdoctoral Scholars' Collective Bargaining Agreement

UCLA Graduate Division

Office of the Vice Provost and Dean

Date: October 20, 2016
To: Deans, Directors, Department Chairs, Administrative Officers, and Faculty
From: Robin L. Garrell, Vice Provost for Graduate Education/Dean of the Graduate Division
Subject: New Postdoctoral Scholars' Collective Bargaining Agreement

Dear Colleagues,

The new collective bargaining agreement for University of California postdoctoral scholars has been ratified. The agreement is a four-year contract, with no mid-contract bargaining, and will expire on September 30, 2020. Some key elements of the new contract are the following.

Compensation and benefits. As outlined in the letter below from Susan Carlson, UC Vice Provost for Academic Personnel, the new salary scale goes into effect Dec. 1, 2016 and aligns with the National Institutes of Health (NIH) Experience Scale. Initial appointments are to be made at step 2, providing a wage increase of about 10 percent for entry-level postdocs at the lowest step. The new salary scale is posted here: <http://www.ucop.edu/academic-personnel-programs/files/1617/1617-postdoc-scale-issue/t23-12-1-16.pdf>. Postdocs will receive annual increases, which include salary range adjustments tied to the NIH scale as well as step increases.

Appointments. Postdocs may hold a two-year appointment when reappointed after their first year. All full-time postdocs will remain exempt employees (i.e., not eligible for overtime compensation) under the federal Fair Labor Standards Act (FLSA).

Benefits. Postdocs will receive 4 weeks of paid parental leave in addition to the 24 days of personal time off that they currently receive. The current health plan exclusive to postdoctoral scholars is being maintained.

New title codes. Two new titles will be available in January 2017. The first is for part-time postdoctoral scholars; note that such appointees have a separate salary scale (<http://www.ucop.edu/academic-personnel-programs/files/1617/1617-postdoc-scale-issue/t23n-12-4-16.pdf>), would need to maintain timesheets, and would be eligible for overtime compensation. The second title is for interim (short-term) postdoctoral scholars. This title would be appropriate for UCLA graduate students who may need a short-term "bridge" appointment after completing their doctoral degrees. Please refer to the letter below for more information.

Academic judgment. Faculty retain purview over academic matters, such as setting standards for research quality, defining goals, and evaluating performance. Mentoring is protected as an academic matter.

Training sessions about the new contract will be offered in the coming months to provide guidance to administrators and faculty. The Graduate Division will announce these opportunities as soon as the training plans have been established by the Office of the President.

We appreciate that faculty may have difficulty accommodating the mandatory compensation increases for postdoctoral scholars, as the costs may not have been included in the budgets of current grants or fellowships. Major funding agencies such as the NIH and NSF have signaled their intention to support postdoctoral scholars at levels that will enable them to remain exempt employees under the federal FLSA, but they have yet provided information on the potential availability of supplements for existing awards. Faculty who are facing a funding gap should consult with their deans or department chairs about the availability of supplemental or bridge funding. If resources cannot be identified, faculty may need to make adjustments in project staffing or budgets to meet the terms of the collective bargaining agreement.

For immediate questions about this contract, please email postdoc@grad.ucla.edu.

With best regards,

Robin L. Garrell

Vice Provost for Graduate Education
Dean, Graduate Division

October 17, 2016

EXECUTIVE VICE CHANCELLORS/PROVOSTS

**RE: Postdoctoral Scholar Salary Scales
New Title Codes and Titles for Postdoctoral Scholars**

Dear Colleagues:

Pursuant to the Postdoctoral Scholars' MOU (Memorandum of Understanding) between the University of California and the UAW union, Article 4, Compensation, the enclosed University salary scales for Postdoctoral Scholar salary/stipend minimum rates have been increased in accordance with the projected fiscal year 2017 National Institutes of Health Ruth L. Kirschstein National Research Service Award stipend levels. The minimum salary/stipend rate for experience level 0 now matches experience level 2 on the NIH projected scale. Other UC salary/stipend levels have a similar relation to the NIH projected scale.

On August 10, 2016, the NIH announced its projected fiscal year 2017 Ruth L. Kirschstein National Research Service Award (NRSA) stipend levels for Postdoctoral Scholars. A copy of the NIH announcement is found online at <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-16-134.html>.

I am enclosing revised salary scales below which reflect these changes:

Revised Salary Scales for Postdoctoral Scholars

- Postdoctoral Scholar Series – Table 23
- Postdoctoral Scholar – Employee (Non-Exempt) – Table 23N

The enclosed Table 23 is effective December 1, 2016 when all exempt Postdoctoral Scholars shall have their salaries/stipends increased to the new rate for their same experience step. Postdoctoral Scholars with salary/stipend amounts above their appropriate experience level will not receive an increase until their reappointment date or appointment anniversary date for those Postdoctoral Scholars with multiple-year appointments. Postdoctoral Scholars awarded a Kirschstein Fellowship shall receive an increase on the effective date established in their revised NIH Award Notice.

The enclosed Table 23N is effective December 4, 2016 when all non-exempt Postdoctoral Scholars should have their rates adjusted from the November 20, 2016 hourly rates. Note that Postdoctoral Scholars who earn a salary/stipend amount that is below \$913 per week or \$47,476 per year (e.g., because of a part-time appointment) are classified as non-exempt.

Pursuant to Article 1, Recognition, two new title codes and titles have been established in the "Postdoctoral Scholar" series in the Corporate Title Code System. The new title codes are effective after January 1, 2017. The title codes are as follows:

<u>Title Code</u>	<u>Title Name</u>
3255	Postdoctoral Scholar – Employee NEX
3256	Interim Postdoctoral Scholar – Employee

The salary scales will be available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>.

If you have questions, please email Interim Executive Director Amy Lee in my office at AmyK.Lee@ucop.edu or call the Academic Personnel and Programs main phone line at (510) 987-9479.

Sincerely,

Susan L. Carlson
Vice Provost, Academic Personnel and Programs