

From: Executive Vice Chancellor and Provost Scott L. Waugh
Sent: Thursday, September 09, 2010 3:15 PM
Subject: Postdoctoral Scholars' Union Contract

UCLA *Office of the Executive Vice Chancellor and Provost*

TO: Administrative Officers, Deans, Department Chairs, Directors, Vice Chancellors, Vice Provosts, Faculty

Postdoctoral scholars' first union contract with the University of California system was ratified on August 12, 2010 following 18 months of bargaining. At UCLA, we recognize the vital role of postdoctoral scholars in the advancement of science as well as their significant contributions to this University's stature in the research community.

Some key elements of the new contract include:

- **DURATION:** The agreement is a five-year contract, with no mid-contract bargaining, and will expire on September 30, 2015.
- **ACADEMIC JUDGMENT:** Faculty members retain the ability to determine academic matters such as postdoctoral scholar performance, research quality, goals, and standards.
- **COMPENSATION:**
 - All current postdoctoral scholars will receive an increase in compensation or stipend effective September 1, 2010 (either 1.5% or 3% depending on salary).
 - Effective September 1, 2010, all newly appointed postdoctoral scholars must receive at least \$37,740, the new minimum.
 - The experience-based pay scale used by the National Institute of Health for its National Research Service Awards will be phased in between June 2011 and 2014.
- **APPOINTMENTS:** Postdoctoral appointments will typically be in one-year increments with management retaining sole discretion to reappoint or not reappoint.
- **MENTORING AND EVALUATIONS:** Mentoring is protected as an academic matter.
- **BENEFITS:** The current health plan exclusive to postdoctoral scholars is being maintained. Postdoctoral scholars will begin paying for a portion of HMO coverage over the course of the agreement; PPO contributions increase with cost.

A training program will be instituted shortly to provide guidance to administrators and faculty on the new rules that govern working conditions for postdoctoral scholars. The Graduate Division will announce these opportunities as soon as training plans are established by the Office of the President.

Deans and departments are expected to locate funding sources for the increases. The Chancellor and I understand that the new compensation requirements may pose difficulties for some research programs, but we hope in the long run the settlement will prove workable and beneficial for us all.

Sincerely,

Scott L. Waugh
 Executive Vice Chancellor and Provost