



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

May 9, 2011

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

Re: New Salary Scale for Postdoctoral Scholars Effective June 1, 2011

In accordance with the Memorandum of Understanding (MOU) between the University of California and the UAW union, I am enclosing the new salary scale for Postdoctoral Scholars to be implemented effective June 1, 2011. The scale has been updated to reflect the current NIH experience-based salary/stipend levels for consistency and competitiveness. The experienced-based rates establish a baseline salary, or salary minima, to be paid based on Postdoctoral Scholar experience level; this includes Postdoctoral Scholar service gained at other institutions. The University is not precluded from providing compensation to Postdoctoral Scholars at rates above those provided in the MOU.

Pursuant to the UC-UAW bargaining agreement, beginning June 1, 2011, campuses must implement the Postdoctoral Scholar Experience-Based Salary/Stipend Minima. To this end, all new Postdoctoral Scholar appointments and reappointments must be at or above the appropriate Postdoctoral Scholar experience rate. Once a Postdoctoral Scholar is appointed at or above the appropriate experience rate, all future appointments must be to at least the appropriate experience based salary/stipend rate. By June 1, 2014, campuses must have all Postdoctoral Scholars appointed on this scale.

The Experience-based Salary/Stipend Minima apply to Postdoctoral Scholar-Employees, Postdoctoral Scholar-Fellows, and Postdoctoral Scholar-Paid Direct, except in the following circumstances:

- (1) When a Postdoctoral Scholar is appointed on a grant (e.g., Einstein Fellows, Hubble Fellows) that restricts that Postdoctoral Scholar's remuneration to only the pay received by the grant; and
- (2) When the sponsoring agency's salary requirements exceed the contract. In such instances, the requirement of the sponsoring agency control all salary increases and adjustments for the individual Postdoctoral Scholar.

For more information regarding the implementation of the Postdoctoral Scholar Experience-based Salary/Stipend Minima, you may refer to Article 4, Compensation, of the UC-UAW bargaining agreement, which can be found online at:

http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/post_docs/agreement.html.

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The updated Postdoctoral Scholar salary scale can be found online at:
<http://www.ucop.edu/acadpersonnel/compensation.html>.

If you have any questions regarding implementation, please contact Academic Employee and Labor Relations Manager, Rhonda Lunsford at Rhonda.Lunsford@ucop.edu or (510) 987-9503.

Sincerely,



Susan L. Carlson
Vice Provost
Academic Personnel

Enclosure

cc: Provost Pitts
Vice President Duckett
Associate Vice President Obley
Graduate Deans
Vice Provosts—Academic Personnel
Interim Executive Director Price
Academic Personnel Directors
Postdoctoral Scholars Work Group
Director Clune
Director O'Neill
Director Saxton
Associate Director Fishel
Manager Henderson
Manager Lunsford
Manager Murphy
Payroll Coordinator Ruiz
Policy and Compensation Analyst Agustin