



OFFICE OF THE PROVOST AND EXECUTIVE VICE PRESIDENT --
ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

August 19, 2010

COUNCIL OF VICE CHANCELLORS

Re: Postdoctoral Scholars Contract Implementation

In accordance with the contractual agreement between the UAW and the University of California, enclosed is the revised Postdoctoral Scholar salary scale minimum effective September 1, 2010. The annual minimum salary for Postdoctoral Scholars newly appointed on and after September 1, 2010 is increased to \$37,740, reflecting the annual minimum salary level established by the NIH and NRSA for postdoctoral fellowships and training grants. This new annual minimum applies to Postdoctoral Scholar-Employees; Postdoctoral Scholar-Fellows; and Postdoctoral Scholar-Paid-Directs, except those postdoctoral scholars on grants that restrict remuneration to the pay in the grant (e.g., Einstein/Hubble). The contract requires no other change to the salary scale.

The revised scale will be available online at:

http://www.ucop.edu/acadadv/acadpers/rev_postdoc_salcales.html

In addition to the new minimum salary, the UC-UAW Agreement contains two additional compensation-related increases to be implemented at the system and location levels, effective September 1, 2010. A team at the Office of the President is developing Implementation Guidelines for the offices involved directly in this implementation: the Academic Personnel Offices; Payroll Offices; the Graduate Division Deans; the Postdoctoral Scholars Work Group; the Chief Human Resource Officers; and the Labor Relations Managers. At this time our focus is solely on the compensation adjustments that are required in September 2010, and the operational issues related to dues collection. The Guidelines, which will include deadline dates, tasks, and responsible units, will be issued as soon as possible.

Also enclosed is a copy of the UAW Postdoctoral Settlement Highlights document listing the specific terms of compensation contained in the Agreement, which include an across-the-board increase of 3% for postdoctoral scholars earning \$47,000 or less, and 1.5% increase for postdoctoral scholars earning more than \$47,000. The across-the-board increases are effective the first pay following ratification of the Contract, i.e., for September earnings realized on October 1, 2010. Other changes will be implemented for new appointees and reappointees effective June 1, 2011. Shortly after the September 2010 increases are implemented, we will provide guidance about the changes that will occur in June 2011, with the expectation that the information will better enable locations to plan for the June 2011 changes.

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Lastly, the UCOP Labor Relations Team is developing a training workshop for administrators to be presented at each of the campuses beginning in September. More information about the workshops, including a schedule of the campus presentations, will be issued shortly.

Sincerely,



Lawrence H. Pitts
Provost and Executive Vice President
Academic Affairs

Enclosures

cc: Vice President Duckett
Vice Provost Carlson
Vice Provosts – Academic Personnel
Associate Vice President Obley
Graduate Deans
Academic Personnel Directors
Chief Human Resource Officers
Postdoctoral Scholars Work Group
Payroll Managers
Labor Relations Managers
Interim Executive Director Price
Sr. Counsel Van Houten
Director Clune
Director O’Neill
Director Saxton
Manager Okada
Policy and Compensation Analyst Agustin