

UAW POSTDOCTORAL SETTLEMENT HIGHLIGHTS

A. DURATION: 5 years, no mid-contract bargaining. Expires September 30, 2015.

B. COMPENSATION:

1. General:

- a. Rates/terms in Compensation article are minimums: nothing precludes University from providing more.
- b. Requirements do not apply to Postdocs on a grant that restricts remuneration to the pay in the grant (e.g., Einstein/Hubble – specified in language)
- c. The appointment/reappointment salary is stable for the full 1-year appointment duration: changes to the scale do not directly affect salary (except Kirschstein Fellows)

2. First pay following ratification:

- a. Postdoc with salary/stipend ≤ \$47,000 = 3% increase
- b. Postdoc with salary/stipend > \$47,000 = 1.5% increase
- c. Minimum Postdoc salary = \$37,740
- d. Changes to the Salary/stipend scale do not automatically affect individual salaries

3. June 1, 2011 – PHASE IN OF NIH-NRSA SCALE AS COMPENSATION MINIMA

- a. New appointments: All **newly appointed** Postdocs hired at the appropriate NIH-NRSA step
- b. Once a Postdoc is appointed at or above the proper experience rate, must keep moving to next experience rate on reappointment or anniversary date
- c. If the next experience rate would not result in a salary increase on reappointment or anniversary date, the Postdoc will receive a 2% salary increase.
- d. If the next experience rate would result in a salary increase of more than 3%, the Postdoc salary increase is limited to 3%

4. June 1, 2014 – FULL MOVE TO NIH RATES

- a. All Postdoctoral Scholars shall be placed at least on the appropriate NIH-NRSA rates based on the Postdoctoral Scholar's experience on June 1, 2014.

COST OF AGREEMENT

Across the board on ratification	Cost	# Postdocs
3% ATB to all Postdocs paid \$47,000 and below	5,827,887	4870
1.5% ATB to all Postdocs earning above \$47,000	2,534,856	1550
	8,407,743	6420

Appointment / Reappointment to new NIH steps (or 3% if distance to NIH is greater): *assumes all Postdocs currently at step 5 leave*

Cost of 1st year transition to NIH	5,408,816	5528
Postdocs receiving 3%	1,880,275	1525
Postdocs moving to NIH Steps	566,340	885
Postdocs receiving 2%	2,962,201	3118

C. BENEFITS

Generally, the current plan design and contributions will not change except (and the union will not demand to bargain changes)

1. PPO: Postdocs will keep the current PPO contribution **ratios** for the life of the Agreement (as costs go up so do the Postdoc payments)
2. HMO:
 - a. 2010 & 2011 – UC will keep the current Health plan design & pay premiums
 - b. 2012 – Postdoc / Postdoc with Child = 2%; Postdoc with Partner, Postdoc with Family = 3% of monthly contribution
 - c. 2013 – Postdoc / Postdoc with Child = 3.5%; Postdoc with Partner, Postdoc with Family = 5% of monthly contribution
 - d. 2014 – Postdoc / Postdoc with Child = 5%; Postdoc with Partner, Postdoc with Family = 7% of monthly contribution
 - e. 2015 – Postdoc / Postdoc with Child = 5%; Postdoc with Partner, Postdoc with Family = 7% of monthly contribution
 - f. If the UAW agrees to cost-savings plan design changes, the cost to the Postdoc will be 1% less than stated above through 2014. The rate in 2015 will remain unchanged.
 - g. UC and UAW establish a joint health care committee; UC provides the union with information about the health plan in an effort to ensure that the union can review the University's decisions about benefits costs and offerings.
3. UCRP-DCP :
 - a. Eligible Postdocs will redirect their DCP contributions to the UCRP.
 - b. When UC increases contributions to the UCRP, Postdoc shall contribute at the same time and in the same amount as other eligible represented academic employees.

D. NO STRIKES – UC language

E. APPOINTMENTS – 1 year appointments

F. **LAYOFF** – UC has sole discretion to determine when layoffs shall occur. Layoff is an involuntary separation or reduction in percent effort or duration of appointment prior to the established appointment end date as a result of appropriate funding becoming unavailable (same rationale as in APM). No bumping/preferential rehire provisions, although UC must supply a written statement concerning the unavailability of appropriate funding if the Postdoc asks for one.