

Summary of UAW Postdoc 2025-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No changes: The parties agreed to maintain existing contract language.
Article 1 – Purpose and Intent	Updates: The parties agreed to language that all requests for information regarding the bargaining unit by the Union will be submitted in writing to the Office of Labor Relations (laborrel@uw.edu). Requests will clearly identify what information is being sought and include the reason for the request.
Article 2 - Recognition	No changes: The parties agreed to maintain existing contract language.
Article 3 – Management Rights and Responsibilities	No changes: The parties agreed to maintain existing contract language.
Article 4 – Appointments and Reappointments	Updates: The parties agreed to language that a Postdoctoral Scholar may request a meeting with their department and/or information regarding the changes in their employment status, compensation, and benefits eligibility before applying for extramural funding or at any other time. Pay type (salary/stipend) information must be included on the notice of Appointment/Reappointment.
Article 5 - Childcare	No changes: The parties agreed to maintain existing contract language.
Article 6 – Corrective Action and Dismissal	No changes: The parties agreed to maintain existing contract language.
Article 7 – Grievance Procedure	Updates: The parties agreed to language to memorialize that the Labor Relations Office should be included on grievance filings. Grievance timelines were adjusted so now a grievance must be filed within 30 calendar days, the date of the meeting will be mutually agreed upon within 14 calendar days, and Labor Relations (or designee) will have 14 calendar days to issue a written response to the grievance. New language was added related to a new Step Three – Mediation.
Article 8 – Health and Safety	Updates: The parties agreed to language to align with the UAW RSE and UAW ASE contract as well as current practice with EH&S. New sections were added regarding ergonomic evaluations, medical tests, health examinations and surveillance/monitoring as may be required as a condition of employment and/or as a result of regulated hazards encountered after employment.
Article 9 – Health Care Benefits Amounts	Updates: The parties incorporated the agreement reached at the state level healthcare coalition bargaining for the 2025-2027 biennium.
Article 10 - Holidays	No changes: The parties agreed to maintain existing contract language.
Article 11 – Individual Development Plans and Progress Assessments	Updates: The parties agreed to language that the Supervisor would review the individual development plan (IDP) to ensure the IDP is clear about research goals, general professional development needs and career

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	objectives, taking into account funding source requirements and limitations, as well as effort reporting. The Supervisor would provide advice about possible revisions as needed.
Article 12 – Intellectual Property and Academic Rights	No changes: The parties agreed to maintain existing contract language.
Article 13 – Joint Union-Management Committee	No changes: The parties agreed to maintain existing contract language.
Article 14 - Layoff	No changes: The parties agreed to maintain existing contract language.
Article 15 – No Strikes, No Lockouts	No changes: The parties agreed to maintain existing contract language.
Article 16 – Non-discrimination and Harassment	Updates: The parties agreed to language that the Equity Survey that UAW and the University jointly administer, which focuses on Postdoc-specific concerns, would be subject to the University’s Policy on the Appropriate Collection and Use of Demographic Data for Job Applicants and University Personnel.
Article 17 – New Employee Orientation	No changes: The parties agreed to maintain existing contract language.
Article 18 – Personnel Files	No changes: The parties agreed to maintain existing contract language.
Article 19 – Professional Development and Career Counseling	No changes: The parties agreed to maintain existing contract language.
Article 20 – Retirement Benefits	No changes: The parties agreed to maintain existing contract language.
Article 21 - Subcontracting	No changes: The parties agreed to maintain existing contract language.
Article 22 – Subordination of Agreement and Savings Clause	No changes: The parties agreed to maintain existing contract language.
Article 23 – Time and Effort Commitment	Updates: The parties agreed to language to clarify that Postdoctoral Scholar Fellows appointments will have an emphasis placed on meeting the responsibilities assigned for the fellowship, on making progress toward their professional goals, and on demonstrating their research and creative capabilities, rather than on working on a specified number of hours.

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Article 24 – Time Off and Leave	Updates: The parties agreed to language that increased Bereavement Time Off from 3 to 5 days as well as expanding the bereavement family member definition to now match the sick time off definition of family member. New contract language was added that the time off service date is set as the first day of the Postdoctoral Scholars appointment. The definition of and use cases of sick time off were updated. A new section regarding Unpaid Parental Leave was added. Also, updated is the addition of using sick time off for immigration related proceedings (effective July 27).														
Article 25 – Titles and Classifications	Updates: The parties agreed to language that added the Postdoctoral Scholar-Paid Direct title to the list of titles defined in this article. The corresponding Non-Exempt job codes were also added to each title throughout the article.														
Article 26 - Training	No changes: The parties agreed to maintain existing contract language.														
Article 27 - Transportation	No changes: The parties agreed to maintain existing contract language.														
Article 28 – Travel Pay	Updates: The parties agreed to language that the University will make a good faith effort to process reimbursements within thirty (30) days of submission of all required reimbursement information, forms, and receipts.														
Article 29 – Union Rights	Updates: The parties agreed to language to better align the contract language with the contents of the roster reports sent after every pay period to the Union.														
Article 30 – Union Security	No changes: The parties agreed to maintain existing contract language.														
Article 31 – Voluntary Community Action Program (VCAP)	No changes: The parties agreed to maintain existing contract language.														
Article 32 - Compensation	Updates: The parties agreed to a document the current minimums: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Job profile(s)</th><th>Minimum</th></tr> </thead> <tbody> <tr> <td>- Postdoctoral Scholar</td><td>\$68,460</td></tr> <tr> <td>- Interim Postdoctoral Scholar</td><td></td></tr> <tr> <td>- Conditional Postdoctoral Scholar</td><td></td></tr> <tr> <td>- Postdoctoral Scholar – Fellow</td><td>\$68,460</td></tr> <tr> <td>- Conditional Postdoctoral Scholar Fellow</td><td></td></tr> <tr> <td>- Postdoctoral Scholar Paid Direct (PDR)</td><td>\$56,484</td></tr> </tbody> </table>	Job profile(s)	Minimum	- Postdoctoral Scholar	\$68,460	- Interim Postdoctoral Scholar		- Conditional Postdoctoral Scholar		- Postdoctoral Scholar – Fellow	\$68,460	- Conditional Postdoctoral Scholar Fellow		- Postdoctoral Scholar Paid Direct (PDR)	\$56,484
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	<p>Postdoctoral Scholar and Postdoctoral Scholar-Fellow increases on the anniversary date of their appointment are at the discretion of the supervisor and dependent upon available funding.</p> <p>For the purpose of retention of an individual Postdoctoral Scholar, the Employer may enter into an agreement regarding a salary/stipend increase at any time with that Postdoctoral Scholar.</p>
Article 33 – Workspace and Materials	Updates: The parties agreed to language that Postdoctoral Scholars shall be reimbursed for required facilities, equipment, software, services and materials that are not provided to the Postdoctoral Scholar by the department but are determined by the supervisor to be required for the position and project(s). The University will make a good faith effort to process reimbursements within 30 days of submission of all required reimbursement information, forms and receipts.
Article 34 - Duration	Updates: The parties agreed to a contract duration of July 3, 2025 through August 31, 2026.
Article 35 – Military Leave	Updates: The parties agreed to remove the reference to Office of Academic Personnel and update it to UWHR and their website was listed.
Article 36 – Reasonable Accommodations	Updates: The parties agreed to language to align the contract language with the UAW ASE contract and to memorialize the current process. An annual communication will be sent to managers regarding their role in the accommodation process.
Side Letter A – Workday Rosters Reports	No changes: The parties agreed to maintain existing contract language.
MOU – Empowering Prevention and Inclusive Communities (EPIC) Training	Updates: The parties agreed to language to reflect the RSE and ASE contract that the Employer will provide for a total of four (4) .2 FTE Postdoctoral Scholar and RSE appointments/assignments trainers per calendar year. These slots may be filled by either Postdoctoral Scholars or RSEs and the trainers may train both Postdoctoral Scholars and RSEs. If unfilled, two (2) of the total four (4) .2 FTE Postdoctoral Scholar and RSE appointments/assignment, may be combined and offered as one (1) Postdoctoral Scholar appointment at .4 FTE as determined by the Employer. One .5 FTE ASE position may be used to fill two (2) of the four (4) - .2 FTE RSE and/or Postdoc EPIC training positions when the RSE and/or Postdoc positions are unfilled. The University and the Union will meet within 90 days of ratification to discuss the goals, including the training plan, of the EPIC program for the upcoming year.
MOU – Immigration Status and Visa	Updates: The parties agreed to language that in addition to the J-1 SEVIS I-901 fee and the OPT I-765 filing fee, the Principal Investigators/Departments may cover the cost of the H-4/TD I-539 filing fee and/or the cost of insurance plans required to maintain visa status (typically around \$2000 per year). The amount and decision to cover additional visa related fees and costs is at the discretion of the PI/department, is

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	<p>dependent upon available funding and must follow department procedures for reimbursement or payment. The University will not unreasonably deny requests for vacation time off for the purpose of attending appointments, hearings, and/or proceedings related to immigration or citizenship status of the Postdoctoral Scholar or their spouse, registered domestic partner, child or parent scheduled by federal immigration officials or the U.S. Department of State. If the University is not able to continue to lawfully employ a Postdoctoral Scholar as a result of the Postdoctoral Scholar's immigration status, upon request, the University agrees to meet with the Postdoctoral Scholar and the Union to discuss possible re-employment scenarios. If possible and upon request, the department will hold open the Postdoctoral Scholar position for up to 30 calendar days. The hiring unit may choose to sponsor the visa for the maximum period allowed by both UW appointment eligibility limitations, including the provisions of the collective bargaining agreement, and U.S. immigration law.</p>
MOU – Postdoctoral Scholar Paid Direct	<p>Updates: The parties agreed to language that Postdoctoral Scholar Paid Direct's will receive a stipend of five hundred dollars (\$500) per month from the University. Individuals receiving more than or equal to \$74,460 (\$68,460 current Postdoctoral Scholar minimum plus this \$500 stipend calculated on an annual basis) from their non-UW entity/funding source are not eligible for this stipend. Individuals receiving more than \$68,460 but less than \$74,460 from their non-UW entity/funding source will receive the difference between these amounts, distributed as their monthly stipend per this MOU. For example, an individual receiving \$70,000 would receive a \$372 stipend $((\\$74,460 - \\$70,000)/12)$ per month from the University.</p>
MOU - Overtime	<p>Updates: The parties agreed to language that FLSA non-exempt Postdoctoral Scholars are overtime eligible. Overtime eligible Postdoctoral Scholars must track the total number of hours they worked and account for the time they did not work (e.g. paid time off, holidays, unpaid time off). The University will encourage Postdoctoral Scholars to take available training within one (1) month of becoming overtime eligible or being hired at into an overtime eligible Postdoctoral Scholar position.</p>
New MOU – Professional Development	<p>Updates: A new MOU was added regarding professional development. Professional development activities for Postdoctoral Scholars will fall under the Office of Academic Personnel and Faculty. No later than July 1, 2025, the Employer will begin to develop and implement professional development activities which may include the following:</p> <ul style="list-style-type: none"> I. A centralized website of professional development resources and services available to Postdoctoral Scholars.

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	<p>II. A twice-yearly newsletter with current and upcoming professional development opportunities for Postdoctoral Scholars.</p> <p>III. A program for the professional development of Postdoctoral Scholars, including but not limited to, career development programs and workshops, coaching by trained professionals, networking opportunities, and tools and resources.</p> <p>IV. Best practices to strengthen mentorship for Postdoctoral Scholars, including a “Mentoring the mentor” workshop and a toolkit for mentors that may include best practices for mentorship (for example, how to navigate career options and develop/improve professional skills).</p>
New MOU - PDR Postdoc Supplement	<p>Updates: A new MOU was added that no sooner than 90 days following ratification, upon request, the parties agree to discuss the possibility of PDR Postdoctoral Scholar Supplements during a Joint Union Labor Management committee meeting.</p>