

ARTICLE 4 COMPENSATION

A. GENERAL PROVISIONS

The provisions of this section apply only when the referenced terms are implemented.

1. Nothing shall preclude the University from providing compensation to Postdoctoral Scholars at rates above those required in this Article. Such rates may be provided on appointment, reappointment, anniversary date, and/or as a merit increase.
2. The provisions of this Article shall not apply to any Postdoctoral Scholar 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.
3. Increases to the University salary/stipend minima rates shall be made in accord with the NIH Notice pertaining to the Ruth L. Kirschstein National Research Service Award (NRSA) Stipend Levels. The effective date of the change is the first day of the payroll period following the announcement, except for Postdoctoral Scholars appointed to the Kirschstein Fellowships, for whom the effective date is the date established in the NIH notice.
 - a. The implementation of and/or changes to the salary scale does not automatically affect the salaries of Postdoctoral Scholars, except for Kirschstein Fellows as provided in §A.3., above.
 - b. The new minima will apply to individual salaries/stipends only when a Postdoctoral Scholar is newly appointed, reappointed, or on the anniversary date for those Postdoctoral Scholars with multiple year appointments.
 - c. Individual Postdoctoral Scholar salary/stipend increases shall occur in accordance with the provisions of §B. and §C., below.
4. When extramural agencies establish stipends at a rate less than the University-established salary/stipend minimum, and the campus elects to proceed with the appointment of a Postdoctoral Scholar, the campus shall provide additional funding to bring the salary/stipend level of the Postdoctoral Scholar up to the established minimum. The supervisor shall arrange the additional funding prior to the begin date of an appointment.
5. In the event the University is providing a supplement to Postdoctoral Scholars in excess of the Postdoctoral Scholar's base salary/stipend rate, continuance or discontinuance of the supplement is at the sole discretion of the University, unless the supplement is being provided to meet the salary/stipend requirements of this article.
6. When the requirements of the sponsoring agency exceed the requirements of this Agreement, with the exception of the provisions of §A.2. above, the requirements of the sponsoring agency shall control all salary increases and adjustments for the individual Postdoctoral Scholar.

B. EFFECTIVE THE FIRST PAY PERIOD FOLLOWING RATIFICATION:

1. A current Postdoctoral Scholar appointed at a rate less than or equal to \$47,000 shall receive a salary increase of 3%.
2. Any Postdoctoral Scholar appointed to a salary above \$47,000, shall receive a salary increase of 1.5%.

3. Any Postdoctoral Scholar appointed after ratification shall receive a salary/stipend of at least \$37,740.

C. EFFECTIVE JUNE 1, 2011

1. Beginning June 1, 2011, the Postdoctoral Scholar Experience-based Salary/Stipend Minima shall be implemented with the following rates for new appointments, unless the rates are increased as provided in §A.3., above, in which case the new Minima shall apply.

Postdoctoral Scholar Experience Based Salary/Stipend Minima	
Appointment Step for Postdoctoral Scholar Experience Level	Minimum Salary/Stipend Rates Paid for Experience Level
0 (0 – 11 months)	\$37,740
1 (12 – 23 months)	\$39,756
2 (24-35 months)	\$42,624
3 (36- 47 months)	\$44,304
4 (48 – 59 months)	\$45,960
5 (60-71 months) By exception	\$47,940

2. Beginning June 1, 2011, 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.
 - a. In the event a Postdoctoral Scholar initially appointed on or after June 1, 2011 receives a multiple-year appointment, the Postdoctoral Scholar must thereafter receive salary/stipend increases to the appropriate experience-based salary/stipend rate on her/his anniversary date.
 - b. If a Postdoctoral Scholar's salary/stipend amount is above the appropriate experience level on reappointment, or on her/his anniversary date for Postdoctoral Scholars with multi-year appointments, the Postdoctoral Scholar shall receive at least a two percent (2%) salary increase.
3. **Phase- in of Salary Scale for Postdoctoral Scholars employed as of August 12, 2010:** Beginning June 1, 2011 through May 31, 2014, a Postdoctoral Scholar receiving a salary/stipend below the appropriate experience rate based on her/his experience as a Postdoctoral Scholar, shall be moved (on reappointment or anniversary date) to the appropriate salary rate for her/his experience level provided such move does not exceed a 3% increase from June 1, 2011 through May 31, 2013, and a 3.5% increase from June 1, 2013 – May 31, 2014. If the increase would exceed 3%, the Postdoctoral Scholar shall receive a 3% increase to her/his salary/stipend for the period through May 31, 2013, and 3.5% through May 31, 2014.

D. EFFECTIVE JUNE 1, 2014

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