

Memorandum of Understanding: Postdoctoral Scholar Salary Increase Implementation Plan

Section 1. Implementation of 2020 NIH Minimum Salary Schedule. July 1, 2020 is the effective date to implement the 2020 NIH minimum salary schedule. All Postdoctoral Scholars who, based upon their years of experience, have a salary rate below the NIH schedule will receive a pay increase retroactive to July 1, 2020.

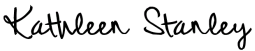
Section 2. Implementation of Future NIH Minimum Salary Schedules. New NIH minimum salary schedules will be implemented on January 1 of each year, unless that year's NIH minimum salary schedule is released on November 1 or later of the previous year. If the NIH minimum salary schedule is released on November 1 or later, the new NIH minimum salary schedule will go into effect no later than the first of the month following 60 days after the announcement.

Section 3. Application of Merit Increases. If the implementation date of merit increases and a new NIH minimum salary schedule coincide, eligible Postdoctoral Scholars will first have any applicable merit increase applied and then, if necessary, have their salary increased to the NIH minimum salary based upon their years of experience.


Section 4. Annual Salary Increases Based Upon Years of Experience. Postdoctoral Scholars will have their salary increased annually on the anniversary date of their hire to the current NIH schedule's minimum salary based upon years of experience.

Example Employee (EE):

October 1 2020	EE hired with 1 year of experience.
XX	NIH announces 2021 NIH minimums.
XX + 60 Days	EE salary raised to 2021 NIH minimum level with 1 year of experience; EE salary will be raised to the 2021 NIH minimum level on the first of the month following 60-days after the announcement.
October 1 2021	EE salary raised to 2021 NIH minimum level with 2 years of experience upon reappointment.
XX	NIH announces 2022 NIH minimums.
January 1 2022	EE receives merit raise if applicable. If 2022 NIH minimum is announced by November 1 2021, EE salary is then raised to 2022 NIH minimum level with 2 years of experience. If 2022 NIH minimum is not announced by November 1, 2021, EE salary will be raised to the 2022 NIH minimum level with 2 years of experience on the first of the month following 60-days after the announcement.
October 1 2022	EE salary raised to 2022 NIH minimum level with 3 years of experience upon reappointment.

DocuSigned by:

 Kathleen Stanley
 President-Elect, UAOSU

12/18/2020 | 09:20:33 PST

DocuSigned by:

 Heather Horn
 Associate Vice Provost/Senior Director for Employee and Labor Relations

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