New Postdoc Salary and Overtime Rules (FLSA)

Office of Postdoctoral Affairs
Monthly Conversation
October 20, 2016
Department of Labor Ruling

4.1 million people impacted, including 37-40K postdocs.

https://www.dol.gov/featured/overtime/
THE BLOG

Fair Pay for Postdocs: Why We Support New Federal Overtime Rules

05/17/2016 08:05 pm ET | Updated May 18, 2016

1.7k

Francis S. Collins, M.D., Ph.D.  Thomas E. Perez
Director, National Institutes of Health (NIH)  U.S. Secretary of Labor

FAIR POSTDOC COMPENSATION
BY THE NUMBERS

Changes to employee benefits for scientists after FLSA
by Gary McDowell | Oct 19, 2016 | Postdoc benefits, Resources, Surveys & Forums

Futureofresearch.org

UNIVERSITY of WASHINGTON
May 18, 2016, U.S. Department of Labor announced a new Final Rule that the minimum salary threshold will be raised from $455/week ($23,660/year) to $913/week ($47,476/year).

- **Effective December 1, 2016**
- **Will be automatically adjusted every three years** – 1st adjustment scheduled for January 1, 2020
Postdoctoral researchers are included in FLSA ruling (unless primary role is teaching or clinical care)
- Research Associate (0148) and Research Associate Trainee (0150)
- Senior Fellow (0445) and Senior Fellow Trainee (0442)

Policy (as communicated by Provost June 22 & July 22, 2016 in emails to Deans after consultation with Board of Deans and Chancellors)
- Effective Dec 1, 2016, postdoc appointments must be at 100% FTE, with a minimum salary of $3,957/month.

Additional policy notes:
- New salary minimums apply regardless of visa status or funding source.
Funding for salary increase

• UW will increase postdocs to at least FLSA minimum salary with a 100% FTE as of December 1
• Where will the gap funds come from? In order of consideration:
  • Externally sponsored funds
  • School/Department funds
  • UW Bridge Program funds
One-year program
Help *ease the burden* of the transition to higher salaries
*Basis for eligibility:* All postdocs whose budgeted annual salary on 12/1/2016 is less than $47,476 who are not exempt from the new FLSA ruling
*School/College Dean* is making the request
Offer expires 11/30/17.
Budgeting for postdocs on grants

• Plan to raise salaries to $47,476 on December 1, 2016, or $913/week
• Grant proposals should include this rate for postdocs
• Re-budgeting allowed for most federal research grants
• NIH raising the stipend levels in FY17
• Contact your OSP Team with award-specific questions
Changes to appointment?

* Consult your offer letter to see terms of appointment
  * Senior Fellows: ASAP or 60 days notice of non-renewal
  * Research Associates: 6 months notice

* Keep Academic HR and OPA informed
  * ap.washington.edu/ahr/job-class-codes/research-associate/
• Some congressional activity to delay or block – not likely to pass
• UW moving forward increasing appropriate salaries as of Dec 1, 2016
• Monitoring status of possible external sponsored funding increases
• UW Bridge Funding Program requests: Provost communications directly with Deans’ offices
• **Academic Personnel, Office of Research, Central HR, SOM, Office of Postdoc Affairs and others** – working together to develop policy, process and answer open questions
Questions?

• **Department or School Administrators**

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