WELCOME TO BERKELEY
BERKELEY IS A MAGICAL PLACE

- 30,000 Undergrads + 11,000 Grad Students

- 5,000 VSPA Affiliates

- 7 Current Nobel laureate faculty + 30 Alums

- Wonderful diverse community

- Fabulous weather + No Mosquitos
WHAT IS VSPA? WHO IS VSPA?

Andrew Green, PhD
aegre@berkeley.edu

Ms. Kim Vergez
vspa@berkeley.edu
WANT A COPY OF THESE SLIDES?
WHAT DOES VSPA ACTUALLY DO?

- Manage your status as a campus affiliate
- Advocate for your concerns + needs
- Provide key information and services (ESL)
- Sponsor and Support VSPA Programs + Prof Dev Activities
- Pick up the phone: 813-4683, but prefer email vspa@Berkeley.edu
Go to www.menti.com and use the code 59 14 42
I am:

• a Postdoc

• a Visiting Scholar

• a Visiting Student Researcher

• a Spouse/Partner

• Lost
I...

- Was born and raised in the US
- Earned my BA/MA/PhD in the US
- This is my first time living in the US
- Am lost
ON THE OTHER SIDE OF MY PHD/POSTDOC, ...  

- Faculty at R-1 University  
- Faculty at Teaching+ Research U  
- Research in Industry  
- Industry but away from bench  
- Data Science  
- Nonprofit or Govt Sector
QUESTIONS FROM LAST MONTH

- Orientation course for dependent?
- Prof Development/Conference travel stipends
- Software available through UCB bookstore
- Getting involved in academic teaching - PTOP
- Gym (RSF) Membership
- Beer (3)
- ESL Courses
I AM INTERESTED IN ESL CLASSES IN

- Intermediate Level – General
- Pronouncing American English
- Advanced Writing & Presentation Skills
I WOULD LIKE TO LEARN MORE ABOUT …?

Where to find the best fruit and vegetable markets in Berkeley?
WHO ARE YOU?

- Name
- Home Country
- Area of Research
- Hobby or Interest
HOW THE ORIENTATION WORKS

Some of the information is for

POSTDOCS ONLY
VISITING SCHOLARS ONLY
VISITING STUDENT RESEARCHERS ONLY
EVERYONE

Throughout the orientation you will hear the speaker address the information to the specific groups.
IDENTITY & CAMPUS SERVICE ACCESS

PREARRIVAL

VSPA GATEWAY

Cal

CAL NET AUTHENTICATION

CAL NET TOKEN

HCM THROUGH BLU

CAL 1 CARD I.D.

CAMPUS SERVICES
- Postdoc and Visiting Scholar Orientation
- Scholar Information Meetings (SIMs)

**New Employee Onboarding and Benefits Orientation Sessions**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 AM</td>
<td>Onboarding Hiring Session (for staff)</td>
</tr>
<tr>
<td>10:00 AM</td>
<td>Career Staff/Academic (Non-Post Doc) Benefits Orientation (Mondays only)</td>
</tr>
<tr>
<td></td>
<td>Post Doc Benefits Orientation (Fridays only)</td>
</tr>
<tr>
<td>12:30 PM</td>
<td>Onboarding Hiring Session (for students)</td>
</tr>
<tr>
<td>1:30 PM</td>
<td>Onboarding Hiring Session (for students)</td>
</tr>
<tr>
<td>2:30 PM</td>
<td>Onboarding Hiring Session (for students)</td>
</tr>
<tr>
<td>3:30 PM</td>
<td>Onboarding Hiring Session (for Visiting Scholars and Postdocs)</td>
</tr>
</tbody>
</table>
The cyclotron (the atom smasher) was invented at Berkeley in 1930 by Ernest Lawrence, launching a research era in which the fundamental structure of matter was discovered.

Lawrence founded the Lawrence Berkeley Lab. UC established the Lawrence Hall of Science as a living memorial to his genius. In 1939, Lawrence became the first Nobel Laureate for work done entirely on a UC campus.
<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postdocs</td>
<td>2,000</td>
</tr>
<tr>
<td>UC Berkeley</td>
<td></td>
</tr>
<tr>
<td>6,500</td>
<td></td>
</tr>
<tr>
<td>UC System</td>
<td></td>
</tr>
<tr>
<td>60,000</td>
<td></td>
</tr>
<tr>
<td>United States</td>
<td></td>
</tr>
<tr>
<td>Visiting Scholars</td>
<td>1,700</td>
</tr>
<tr>
<td>Visiting Scholars</td>
<td></td>
</tr>
<tr>
<td>1,400</td>
<td></td>
</tr>
<tr>
<td>Visiting Student Researchers</td>
<td></td>
</tr>
</tbody>
</table>
NAVIGATING KEY
CAMPUS SERVICES + RESOURCES
Cal 1 Card is your passport for campus identification

- Building access
- Debit account
- Library access
- Meal plan access
- Athletic events
- University health services
- Recreational sports facility

http://services.housing.berkeley.edu/c1c/static/index.htm
WARNING: Ransomware Attacks are on the Rise

Ransomware attacks have been reported on campus, learn how to protect yourself.
What you need:
• A computer, CalNet ID (or guest account), web browser, AirBears signal

Computer setup:
• Set computer to ‘Automatically Obtain an IP Address’
• Set network name to be AirBears

Logging in:
• Startup your web browser.
• You will automatically be redirected to the AirBears WiFi login page.
• Enter CalNet ID and passphrase (or guest account & passphrase)
• You will be authenticated and able to use the AirBears service
Where will you live while you attend Cal?

- Cal Rentals (och.berkeley.edu)
- postdocnet@lists.berkeley.edu
- sfbay.craigslist.org

http://housing.berkeley.edu
Advising support for nonimmigrant students, scholars, staff, and faculty
Visa document production for nonimmigrant students, postdocs, visiting scholars, and visiting student researchers
Programs and workshops
Training and support for campus department administrators
Permanent resident petitions for international faculty

Berkeley International Office (BIO) and the VSPA Program are separate organizations, which collaborate on many programs in effort to enhance the experience of postdoctoral scholars during their appointment at UC Berkeley
GLACIER TAX COMPLIANCE SYSTEM

- GLACIER collects tax related information from foreign individuals receiving funds from UC Berkeley
- All foreign individuals receiving funds from UC Berkeley MUST have a GLACIER record.
- GLACIER determines residency status and tax treaty eligibility for the foreign individual.
- Information for Non-Employee Foreign & California Non-Resident Payments
- Guide for Foreign Individuals
- Examples of GLACIER Forms
- GLACIER Training through UC Learning Center

http://controller.berkeley.edu/glacier-tax-compliance-system
DO NOT LEAVE THE U.S.

...without making an exit appointment with the Berkeley International Office!

internationaloffice@berkeley.edu
http://internationaloffice.berkeley.edu
510.642.2818
Working in the Labs and Your Safety

- Building and Department Safety
- Personal Safety
- Radiation Safety
- Resources for Safety Training
- Hazardous Materials
- Safety Publications

http://ehs.berkeley.edu
• Environment, Safety, and Emergency Management
• Hazardous Materials
• Laboratory and Research Safety
• Safety Management
• Analytical Thinking
• Project Management
• Strategic Planning

• Communication
• Personal Effectiveness
• Research Administration and Practices
• Human and Animal Subjects
• Intellectual Property
• Desktop Applications/Tools
• Web Development
• Health and Wellness

http://hrweb.berkeley.edu/learning/online-learning
FOR EVERYONE!
Register for campus emergency e-Mail and SMS notifications

UC Police Department’s WarnMe

https://warnme.berkeley.edu/
Navigating the Campus

- VSPA Office
- 302 Sproul Hall/UCPD
- Career Center
- Cal1 Card office
Resources

• Events, workshops, career fairs
• Career counseling*
• Career exploration
• Resume & interview advising
• Internship support
• Job searching

*Postdocs & visiting student researchers only
One-on-one counseling available only after 90 days of arrival date
Parking and Transportation
Baseball and soccer fields, swimming pools, tennis courts, running tracks
Group exercise classes, personal training
Health and safety course
Intramural sports
Outdoor adventures
Membership cost: $200-$250/sem

Sign up in person. Includes 5 free day passes. Open to spouses and dependents over 17.

http://recsports.berkeley.edu
## Membership Types

<table>
<thead>
<tr>
<th>Type</th>
<th>Eligibility</th>
<th>Annual</th>
<th>Semester</th>
<th>Monthly Installments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associated Students*</td>
<td>• UC Berkeley postdoctoral students</td>
<td>N/A</td>
<td>$200</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>• Students at UC Berkeley affiliated institutions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>*In-person sign-up only</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty &amp; Staff</td>
<td>• UC Berkeley faculty &amp; staff</td>
<td>$550</td>
<td>$275</td>
<td>$50</td>
</tr>
<tr>
<td></td>
<td>• UC Office of the President</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Visiting scholars*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Lawrence Berkeley National Laboratory*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Lawrence Livermore National Laboratory*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Payroll deduction &amp; credit card auto-pay available</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>*In-person sign-up only</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
TAKE A BREAK & EXERCISE!
Information for Visiting Scholars + Postdocs

uhs.berkeley.edu

Crisis/mental health counseling
Breastfeeding education and support
Elder care needs

http://uhs.berkeley.edu
MANDATORY!
Domestic & international affiliates must have health insurance
- 1995 University Avenue
- Transportation Maps
- BART Discounts
- AC Transit Discounts
- EasyPass on the Clipper Card
- Shuttle Bus Routes
- Parking Permits
- Bicycle Commuting
- Disability Access

AC Transit Pass for Employees

EasyPass for employees is a discounted AC Transit pass offered to all employees.
- Employees get unlimited access on AC Transit lines - Local or Transbay.
- Save 75% over regular ticket price. Your EasyPass loaded onto a Clipper Card pays for itself after about 8 roundtrip local rides in a month.
- Use WageWorks® to purchase the pass pre-tax and save more, then come to the office to fill out the Easy Pass Release Form to have your picture on the Clipper Card.

<table>
<thead>
<tr>
<th>Easy Pass for Employees</th>
<th>Payment Method</th>
<th>Annual Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Easy Pass</td>
<td>$42/month (Sign up on WageWorks.com)</td>
<td>$504/pro-rated (if paid in with credit card/cash/check)</td>
</tr>
<tr>
<td>Easy Pass +</td>
<td>Annual Parking Permit Holders Only</td>
<td>$252 (must pay upfront credit card/cash/check)</td>
</tr>
</tbody>
</table>

http://pt.berkeley.edu
BEST PLACES TO BUY FRESH FRUIT AND VEGETABLES

Happiest Place on Earth

Cheeseboard

Thursday evenings
Finding Community + Enhancing Your Professional Development
All Events + Meetings are Listed in our Calendar

The University of California has the largest population of postdocs in the world.
vspa.berkeley.edu

Visiting Scholar and Postdoc Affairs

Affiliated Programs

Berkeley Postdoc Association
Berkeley Postdoctoral Entrepreneur Program
Postdoc Industry Exploration Program

Humanities & Social Sciences Association
Postdoc Teaching Opportunities Program
Thriving in Science

Berkeley Spouses, Partners & Parents Association
Language and Communication
Awesome Time in Science

Opportunities for Postdoc Equity Networking
The BPA is a volunteer organization made up of postdoctoral scholars that organize professional and career development programs. The mission of the BPA is to foster interaction between postdocs, members of academia, industry, and the local community.

Events and activities include:
- Monthly Board Meetings
- Happy Hours
- Pub Socials
- Spring Cookout
- Summer Festival
- Postdoc Appreciation Day
- Winter Holiday Party
- Networking Opportunities
- Seminars and Workshops

The BPA and the VSPA Program collaborate on many initiatives that enhance the experience postdoctoral scholars during their appointment at UC Berkeley.

http://postdoc.berkeley.edu
The HSSA strives to create, maintain, and encourage a social and intellectual community for scholars in the humanities and social sciences.

- Weekly Writing Groups and Monthly Socials
- Special Workshops geared toward researchers in the humanities and social sciences

http://hssa.berkeley.edu/
Postdoc Teaching Opportunities Program

- PTOP allows UC Berkeley postdocs across all disciplines to acquire experience and expertise in teaching college level courses at community colleges, liberal arts colleges, and universities in the Bay Area.
- Offers an opportunity to network with lecturers and faculty at UC Berkeley and other institutions
- Maintains a listserve of teaching opportunities
- Offers courses and seminars in pedagogy
- Helps clarify and illuminate possible career paths

http://vspa.berkeley.edu/ptop
Aims to foster entrepreneurship in the UC Berkeley postdoctoral and graduate community. BPEP provides tools, mentoring, and a platform for science-business communication to enable research innovations to move into the marketplace. BPEP believes entrepreneurship is an integral part of UC Berkeley's ethos, and aims to build a community of entrepreneurs among UC Berkeley's postdocs.

http://bpep.berkeley.edu/
Valuable opportunity to learn about career options from professionals

Free site-visits to companies of interest

An opportunity to gain exposure to current industry trends and career paths

A chance to network with company employees in a small group setting

http://piep.berkeley.edu/
Social events, networking, focus groups, and seminars
Resources for daily life, family and children, health services, learning events, and leisure activities
Career development, job resources and volunteer opportunities

http://spousesandpartners.berkeley.edu/
BSPPA - Designing your Life & Work in the U.S.

- 8 week course (10:00 a.m. until noon)
- I-House Home Rooms
- September 17, 19 and 26
- October 3, 10, 17, 22 and 24
- You can enroll in all dates, or individual sessions, as preferred, using the Eventbrite link in the VSPA Newsletter
VSPA Program Newsletter

UC Berkeley Graduate Students

Upcoming Events - Oct 1, 2018

Messages may be clipped. Click on "View Entire Message" at the bottom of page to see the remainder.

UPCOMING AT A GLANCE:  (see entries below this box for further info)

**HSSA Writing Group** - Tue Oct 2, 1-2:30 PM

**Designing Your Life in the U.S.**  Wed Oct 3, 10AM-12PM

**Internat'l Career Transition Workshops- Postdocs And Spouses**  Wed Oct 3, 2-3:15

**VSPA Orientation**  - Thur Oct 4, 9-11:30 AM

**AND MORE!!**

---

**About the Presenter:**

Rita Brown's personal, academic, and professional backgrounds are the foundations for her intercultural training and coaching practices. She typically works with executives and spouses/partners going through international transitions. Rita was born in Salvador, Brazil, and has lived in North America and Europe and worked in 8 countries. She has traveled extensively, experiencing cultures on five continents.

[Register]
Awesome Time In Science (ATIS) fosters enthusiasm for science in the UC Berkeley postdoctoral and graduate community
VSPA CAREER & PROFESSIONAL DEVELOPMENT

- Research Presentation Skills
- Lab Management and Supervision
- Interviewing
- Grant Writing
- Conflict Resolution
- Networking
- Effective Communication
- Negotiation Skills
- Managing Your PI
- How to Get Published in an Academic Journal
- Selecting the Right Mentor
- Know Your Rights: It’s All About Your Visa
Career Counseling
For Partners & Spouses
with Dinorah Meyer
(Free of Charge)

- Career Exploration
- Setting Goals
- U.S. Job Search
  - Resume, Cover Letters, LinkedIn
  - Networking
  - Interviewing
- Volunteering
- Professional Development
- Transition & Stress Management
Sexual harassment, racial discrimination, and targeted hostility have no place in a well-regulated community, whatever its nature.

People deserve to be treated with consideration, regardless of their gender, ethnicity, physical appearance, sexual orientation, or political and religious outlook.

It is important for UC Berkeley to maintain a climate for intellectual activity that is collegial, respectful, and conducive to focused and productive inquiry.

Attitudes and behavior that are hostile or demeaning to members of our community, or that detract from the ability of our students, staff, and colleagues to focus effectively on their work are not appropriate.
Equity and Inclusion

Office of the Ombudsman for Postdocs and Students
http://sa.berkeley.edu/ombuds

Title IX/VI Compliance Office (sex and race discrimination)
http://ccac.berkeley.edu/titleix.shtml

Equity Standards and Compliance
http://ccac.berkeley.edu/

Equity and Inclusion Resource Center
http://geneq.berkeley.edu/

UC and UC Berkeley Policy Statements
Complaints about sexual harassment or racial discrimination
Non-discrimination statement
Policy on substance abuse
Whistle blower policy
Thank you for attending today’s orientation!


vspa@berkeley.edu

510.643.9681
Postdocs must stay for the 2nd half of the orientation!

UAW 5810 – The Postdoc Union

UAW/PRO contract with University of California (UC)

Covers all terms and conditions

Supersedes Academic Personnel Manual Section 390 which still applies to postdocs working solely outside of California

Contract articles contain rights and responsibilities for employees, union, and management

Contract ratified: October 17, 2016

Contract expires: September 30, 2020
What you should know!

Overview and Description of Postdoc Job Codes
Contract and Performance Management
Postdoc Appointment Elements
Taking Time Off
Compensation, Unions, Postdoc Resources
OVERVIEW OF POSTDOC JOB CODES

PhD
RESEARCH
TRAINEE
TRAIN UNDER FACULTY

5 year limit in the postdoc job codes (with exceptional 6th year)
Faculty supervisors set performance and research expectations
THE UAW/PRO AND POSTDOCS

UNDER UAW/PRO/UC CONTRACT

3252C Postdoctoral Scholar – Employee
3253C Postdoctoral Scholar – Fellow
3254C Postdoctoral Scholar – Paid Direct
3255C Postdoctoral Scholar – Non Exempt
3256C Postdoctoral Scholar – Interim

UAW/PRO/UC contract covers all University of California postdocs (working in California).

UAW/PRO/UC contract covers 6,500 postdoctoral scholars throughout the UC System. Approximately 1900 postdocs are covered at UC Berkeley.

In addition, UC Berkeley hosts about 150 LBL postdocs who are also covered by the contract.
Postdoc Job Codes

999B – Other UC Campus Postdoctoral Scholar
N3255 – LBL/DOE Postdoctoral Scholar
N329H – HHMI Postdoctoral Scholar
BENEFITS AT A GLANCE

Health Insurance
Dental
Vision
Short term & Long term disability
Accidental death and dismemberment
Supplemental life insurance
Workers compensation
Waiving out
Health Maintenance Organization (HMO)
Preferred Provider Organization (PPO)

What’s the difference?
Health Maintenance Organization (HMO)
Preferred Provider Organization (POS)

What’s the difference?
SUPPLEMENTAL BENEFITS

Welfare Benefits

Accidental Death and Dismemberment (AD&D)
Short Term Life Insurance (STL)
Workers Compensation
International postdocs are insured under an alias social security number (SSN), which postdoc obtains and gives to HR Partner. HealthNet sends letter terminating postdoc’s benefits plan under alias SSN. HealthNet mails postdoc a new health insurance ID card, which postdoc receives after termination letter.

Make sure the University has your current address on file at all times.

All correspondence from the Cal University and health insurance carriers will be mailed to the local address on file.
Important Contacts

Michelle Smith
Garnett-Powers and Associates
1-800-254-1758
Email michellesmith@garnett-powers.com

Robert Kilbourne
UC Berkeley Campus Benefits
510-664-9355
Email rwkilbou@berkeley.edu
Postdocs are full-time exempt employees

Work schedule = Reasonable, but usually more than 40 hours a week

Time commitment can be reduced with written concurrence relevant to:

- **Health**
- **Personal needs**
- **Teaching**
Per UAW/PRO/UC contract, your faculty sponsor is your “Supervisor”
Responsibilities of your supervisor include:

Appointment decision
Performance management
Mentoring*

*Mentoring is vital to the postdoctoral experience, however, it is not legally required as part of the UAW/PRO/UC contract. Sometimes your mentor may be someone other than your supervisor.
Progress Assessment

Your supervisor must conduct one written annual review per the Union contract.

Meet with your faculty sponsor on a regular basis.

You should never be surprised with the content of your evaluation.
Individual Development Plan (IDP)

Identifies goals of the postdoc and expectations of the supervisor

Provides communication link between postdoc and supervisor

Safeguards against unexpected reviews


http://www.sciencemag.org/careers
Length of Appointment

All initial appointments are issued for one year at a time (Emp)
Reappointments are issued for two years unless:
   Fellowship funding is less than two years
   Project is less than two years
   Visa limitations
TIMEFRAME FOR OFFER

Initial Appointment and Reappointments

All postdocs must receive a letter of offer and it must be signed by postdoc no later than 7 days after the begin date of appointment.

Reappointment letters must be offered at least 30 days prior to the new begin date of extended appointment.
LETTER OF APPOINTMENT MUST INCLUDE

- Job code
- Supervisor’s name
- Anticipated worksite
- Source of funding information
- Brief description of research project
- Summary of health and welfare benefits provided by UC
- Appointment percentage and appointment begin and end dates
- Name of sponsoring department or organized research unit
- Statement that position is covered by collective bargaining unit (UAW/PRO/UC)
- Statement about personnel files and access
- Contact person for information about appointment
Visas

U.S. citizens and permanent residents (green card) must provide proof of citizenship and residency.

International postdocs must have the appropriate visa to work.

No Delay

UC ensures postdocs do not suffer from delays in issuing visa related documents.

UC Not Responsible

For the actions of external agencies that terminate funding earlier than stated.

For postdocs not eligible to work due to lack of work authorization.
Contract includes standard 13 UC holidays

- New Year’s Day
- Martin Luther King Jr. Day
- President’s Day
- Cesar Chavez Day
- Memorial Day
- Fourth of July, Labor Day
- Veterans’ Day
- Thanksgiving Day + Friday
- Christmas Eve
- Christmas Day
- New Year’s Eve
- Thanksgiving Day + Friday

(or announced equivalents when holidays fall on weekends)

If required to work on a holiday, postdoc may request another day off.
Eligibility for pay status during time off for Postdoctoral Scholar Fellow and Postdoctoral Scholar Pay Direct is dependent on funding agency.

Postdoc gets 24 days of time off to use at any time in one-day increments.

Unused time off cannot be carried forward to another contract year.

Written requests for time off require a written response.

Record keeping for time off is very important but varies from unit to unit.
Postdoctoral scholars are eligible for 12 days of sick leave per 12 month appointment.

Can be used for absence due to personal or family illness.

All 12 days are available for use as of the appointment begin date.

Unused sick leave can be carried forward to other appointments.
All new parents are eligible for four weeks of Paid Parental Leave, which can be used all at once or in one-day increments any time within the first year after the birth or placement of a child.

The University provides twelve unpaid weeks of Family and Medical Leave (FML) that can be used as parental leave for birth or placement of a child. Before taking unpaid parental leave, a Postdoctoral Scholar must exhaust all Personal Time Off (PTO) and their Paid Parental Leave.

Birth mothers are also eligible to use Short Term Disability insurance paid at 70% of salary for Pregnancy Disability Leave.
COMPENSATION MINIMUM LEVELS

Compensation level is connected to the NIH salary scale which is based on years of experience steps.

PIs must give at least 2% increase upon reappointment or upon appointment anniversary date.

Postdocs can be paid more than the minimum level.
### TABLE 23
**Postdoctoral Scholar - Employee**  
**Postdoctoral Scholar - Fellow**  
**Postdoctoral Scholar - Paid Direct**  
**Interim Postdoctoral Scholar - Employee**

**Postdoctoral Scholar Experience-Based Salary/Stipend Minimum**  
**FISCAL YEAR**

<table>
<thead>
<tr>
<th>Appointment Step for Postdoctoral Scholar Experience Level</th>
<th>Minimum Rates Paid for Experience Level</th>
<th>12/1/16</th>
<th>6/1/18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 0 (0 - 11 months)</td>
<td>Annual</td>
<td>48,216</td>
<td>49,188</td>
</tr>
<tr>
<td></td>
<td>Monthly</td>
<td>4,018.00</td>
<td>4,099.00</td>
</tr>
<tr>
<td>Level 1 (12 - 23 months)</td>
<td>Annual</td>
<td>50,316</td>
<td>51,324</td>
</tr>
<tr>
<td></td>
<td>Monthly</td>
<td>4,193.00</td>
<td>4,277.00</td>
</tr>
<tr>
<td>Level 2 (24 - 35 months)</td>
<td>Annual</td>
<td>52,140</td>
<td>53,184</td>
</tr>
<tr>
<td></td>
<td>Monthly</td>
<td>4,345.00</td>
<td>4,432.00</td>
</tr>
<tr>
<td>Level 3 (36 - 47 months)</td>
<td>Annual</td>
<td>54,228</td>
<td>55,308</td>
</tr>
<tr>
<td></td>
<td>Monthly</td>
<td>4,519.00</td>
<td>4,609.00</td>
</tr>
<tr>
<td>Level 4 (48 - 59 months)</td>
<td>Annual</td>
<td>56,400</td>
<td>57,528</td>
</tr>
<tr>
<td></td>
<td>Monthly</td>
<td>4,700.00</td>
<td>4,794.00</td>
</tr>
<tr>
<td>Level 5 (60 - 71 months)*</td>
<td>Annual</td>
<td>58,560</td>
<td>59,736</td>
</tr>
<tr>
<td></td>
<td>Monthly</td>
<td>4,880.00</td>
<td>4,978.00</td>
</tr>
</tbody>
</table>

*Comp Group B69  
* Appointment to Postdoctoral Scholar, Experience Level 5, is by exception.
### TABLE 23N
Postdoctoral Scholar - Employee (Non-Exempt)

Postdoctoral Scholar Experience-Based Hourly-Rate Minimum
FISCAL YEAR

<table>
<thead>
<tr>
<th>Appointment Step for Postdoctoral Scholar Experience Level</th>
<th>12/4/16 Hourly</th>
<th>5/20/18 Hourly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 0 (0 - 11 months)</td>
<td>23.10</td>
<td>23.56</td>
</tr>
<tr>
<td>Level 1 (12 - 23 months)</td>
<td>24.10</td>
<td>24.59</td>
</tr>
<tr>
<td>Level 2 (24 - 35 months)</td>
<td>24.98</td>
<td>25.48</td>
</tr>
<tr>
<td>Level 3 (36 - 47 months)</td>
<td>25.98</td>
<td>26.49</td>
</tr>
<tr>
<td>Level 4 (48 - 59 months)</td>
<td>27.02</td>
<td>27.56</td>
</tr>
<tr>
<td>Level 5 (60 - 71 months)*</td>
<td>28.05</td>
<td>28.61</td>
</tr>
</tbody>
</table>

* Appointment to Postdoctoral Scholar, Experience Level 5, is by exception.
THE ROLE OF THE UAW/PRO

To represent interests of postdocs with regard to the terms and conditions of employment as defined in the UAW/PRO/UC contract
Negotiate any changes and modifications to the UAW/PRO/UC contract
Collect union dues from UC for postdocs
Per California labor law, all UC postdocs are part of the UAW/PRO. You cannot opt out. Upon hire, postdocs can choose to be members with union dues of 1.44% of salary, or non-members with a “fair share fee” of 1.22%. Membership allows for voting and participation in leadership decisions.
UAW 5810 Postdoctoral Scholar Unit (Postdoc) Contract

uaw5810.org/know-your-rights/contract

Academic Personnel

http://apo.berkeley.edu/

Visiting Scholar and Postdoc Affairs Program

vspa.berkeley.edu
The Office of the Ombudsman for Students and Postdocs is an independent unit that provides strictly confidential, impartial and informal conflict resolution and problem-solving services.

Services include:

- Informal dispute resolution
- Coaching
- Mediation
- Resources
- Referrals
- Workshops and trainings