WELCOME TO BERKELEY
• BERKELEY IS A MAGICAL PLACE

• 30,000 Undergrads + 11,000 Grad Students
• 5,000 VSPA Affiliates
• Graduates more PhDs per year
• 7 Current Nobel laureate faculty + 30 Alums
• Wonderful diverse community
• Fabulous weather + No Mosquitos
• Home to I-House
WHAT IS VSPA? WHO IS VSPA?

Andrew Green
aegre@berkeley.edu

Kim Vergez
Mission and Goals

- We represent you within the campus research community and the VCR
- Foster a robust research community
- Enhance your research experience at Berkeley
- Convey policy issues to the attention of senior campus officials
- Provide the research community with vital services, benefits and privileges
- Offer professional and career development opportunities
- Support career interests of the postdoctoral scholars
- Oversee and support the Berkeley Postdoctoral Association and other initiatives
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
VSPA.BERKELEY.EDU

Visiting Scholar and Postdoc Affairs

ABOUT VSPA  PROGRAMS  INTERNATIONAL AFFILIATES  VIRTUAL TOOLS

The median age of a postdoc is 32 years old.

Visiting Researcher Scholar & Student Researcher

Learn more about Visiting Researcher Scholar appointments and other services

Postdocs

Find more information on Postdoc appointments and benefits

Staff

Resources to assist staff and faculty in providing Visiting Researcher Scholars and Postdocs a seamless transition to life on campus.
Go to www.menti.com and use the code 83 08 99
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, I WANT TO BE STRONGEST CANDIDATE FOR

- Faculty at R-1 University
- Faculty at Teaching+ Research U
- Research in Industry
- Industry but away from bench
- Data Science
- Nonprofit or Govt Sector
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
- Postdoc and Visiting Scholar Orientation
- Scholar Information Meetings (SIMs)
- **New Employee Onboarding and Benefits Orientation Sessions**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</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>
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.
UC BERKELEY

- First UC campus that opened in 1869 in Oakland, California
- Flagship for the UC system
- Also known as Cal
- Most academically rigorous UC campus and one of the best universities in the world
- Home to 6th most Nobel Laureates among all universities worldwide
• Only has graduate-level programs focusing on life and health sciences
• Located in the heart of the Bay Area innovation hub
• Provides unique opportunities for collaboration across disciplines, from basic to social sciences
• World-class faculty dedicated to training the next generation of biomedical and social scientists
• PhD, master's and professional degrees in medicine, dentistry, nursing, and pharmacy
UC DAVIS

• Leading university in the world for teaching and research in agriculture
• Global leader in sustainability-related research and instruction
• 20,000+ bicycle parking spaces
• Veterinary Hospital treats over 35,000 large and small animals per year
• Largest UC campus and ranked 5th nationally in numbers of international scholars
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.
Berkeley received **$700 million** in research funding, mostly from:

- National Institutes of Health
- National Science Foundation

**Inventions and Patents**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2,217</td>
<td>Total inventions</td>
</tr>
<tr>
<td>300</td>
<td>Active license agreements</td>
</tr>
<tr>
<td>569</td>
<td>Active U.S. patents</td>
</tr>
<tr>
<td>465</td>
<td>Active foreign patents</td>
</tr>
<tr>
<td>Category</td>
<td>Number</td>
</tr>
<tr>
<td>-----------------------</td>
<td>---------</td>
</tr>
<tr>
<td>Postdocs</td>
<td>2,000</td>
</tr>
<tr>
<td></td>
<td>6,200</td>
</tr>
<tr>
<td></td>
<td>60,000</td>
</tr>
<tr>
<td>Visiting Scholars</td>
<td>1,700</td>
</tr>
<tr>
<td></td>
<td>1,400</td>
</tr>
</tbody>
</table>
NAVIGATING KEY CAMPUS SERVICES
Where will you live while you attend Cal?

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

Off-Campus Housing
UC Berkeley offers a rental-listing service called Cal Rentals, providing information and advising for students, faculty and staff, and UC Berkeley affiliates looking for off-campus housing. The service is free for students.

House Hunting Tips:
- Housing and roommate listings for UC Berkeley students, faculty and staff, and UC Berkeley affiliates
- Message boards to find roommates, sublets, buy/sell furniture, etc.
- Easy access to off-campus housing listings for students, parents, faculty, and staff
- A place for area property owners/managers to reach the UC Berkeley community

http://housing.berkeley.edu
IDENTITY & CAMPUS SERVICE ACCESS

PREARRIVAL

(VSPA GATEWAY)

CAL

(CAL NET AUTHENTICATION)

(CAL NET TOKEN)

HCM THROUGH BLU

CAL 1 CARD I.D. CARD

CAMPUS SERVICES

Copyright © 2014 VSPA Program, UC Berkeley
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
RENEWALS

NOT automatic for visiting scholars and visiting student researchers!

Check for payment date of university services fee
One year of service $750*

Renewals must be made 1 week before ending date of appointment.
Library renewal is an in-person process. **You need to go to the library!**
Software, Hardware & Computer Assistance

- **CalNet ID** (Access many UC Berkeley online services)
- **bConnected**: bconnected.berkeley.edu
  - bMail - UC Berkeley email server powered by Google Apps for Education
  - bCal - calendar
  - bDrive - file sharing
- **bCourses** - Online collaboration and learning environment
- **IST Support** (Campus Shared Services)

For IST Support, visit https://shared-services-help.berkeley.edu/

http://www.berkeley.edu/admin/compute.shtml
Berkeley bConnected

Log In

Getting Started

WARNING: Ransomware Attacks are on the Rise

Ransomware attacks have been reported on campus, learn how to protect yourself

Create accounts and lists

Training and Documentation

Knowledge Base
Setting up AirBears

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

http://ist.berkeley.edu/airbears
• 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
DO NOT LEAVE THE U.S.

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

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

Bicycles are the No. 2 theft on campus

Register your bike and securely lock it in designated spaces

http://safetycounts.berkeley.edu/content/theft-prevention-campus-buildings
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

http://career.berkeley.edu
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
TAKE A BREAK & EXERCISE!
A fully accredited healthcare facility

- An occupational health clinic and program, including the campus ergonomics program
- CARE Services psychological counseling and referral program
- Health Matters wellness program
- Workers’ compensation and vocational rehabilitation

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

http://pt.berkeley.edu
WARNING!

DO NOT leave your laptop, purse or briefcase unattended
BEST PLACES TO BUY FRESH FRUIT AND VEGETABLES

Happiest Place on Earth

Cheeseboard

Thursday evenings
Finding Community + Enhancing Your Professional Development

SPONSORED PROGRAMS
vspa.berkeley.edu
All Events + Meetings are Listed in our Calendar
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/
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
Berkeley Postdoc Entrepreneur Program

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/
Empower graduate students and postdoctoral researchers to become more engaged, resilient and creative scientists

Address real-world challenges that are encountered in scientific research

Organize small peer support groups

Organize events with presenting on topics such as Understanding Burnout, Love and Fear in the Lab, and Not Going it Alone

http://thriving.berkeley.edu/
Awesome Time In Science (ATIS) fosters enthusiasm for science in the UC Berkeley postdoctoral and graduate community

Events

HOW DO I GET CONNECTED TO ONE OF THESE GROUPS?
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
SciPhD Boot Camp

Being able to do the science is great, but business and social skills are important as well. This two-day program helps build the toolkit that will not only help you survive, but distinguish you for future leadership positions in your professional career.

Nature Magazine Masterclasses

Editors from the world’s leading scientific publication help you turn great science into outstanding papers. Learn from the best how to get published in top-tier journals.

http://vspa.berkeley.edu/professional-development-presentations
Receive updates about...

- Career and professional development events
- Health and welfare matters
- Postdoc unionization
- Fellowships
- Emergency situations

In order to receive these updates, report your email address to the VSPA office

vspa_message_service@lists.berkeley.edu
The median age of a postdoc is 32 years old.
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.
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
Bear Slam 2018

https://bearslam.berkeley.edu/

Berkeley
UNIVERSITY OF CALIFORNIA
APPLY NOW!

- Communicate your research ...
  - understandable, entertaining and yet scientific
  - within 10 minutes
- Gain a lot ...
  - workshop on communication skills
  - YouTube recording of your performance
  - up to USD 1,000.00 of prize money

https://bearslam.berkeley.edu/

Save the date!
August 12th
Deadline
August 21st
Workshop
September 18th
Bear Slam
Thank you for attending today’s orientation!


vspa@berkeley.edu  510.643.9681
Postdocs must stay for the 2nd half of the orientation!


vspa@berkeley.edu  510.643.9681
United Auto Workers/Postdoc Research Organization (UAW/PRO)

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

UAW/PRO/UC contract covers 6,067 postdoctoral scholars throughout the UC System. Approximately 1900 postdocs are covered at UC Berkeley.

In addition, UC Berkeley hosts about 150 LBNL postdocs who are not 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
Accidental death and dismemberment
Short term 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 (PPO)

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.
Your supervisor must conduct one written annual review per the UAW/PRO/UC 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.
Reappointments are issued for two years unless:
  - Fellowship funding is less than two years
  - Project is less than two years
  - Visa limitations
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 non-immigrant 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

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.
Postdocs are covered by UAW (United Auto Workers) Contract, which includes specifications for Parental Leave:

Parental Leave must be initiated and concluded within one year of the birth or placement of the child.

The Cal University’s paid parental benefit is up to four workweeks of paid leave.

The Cal University provides twelve unpaid workweeks of Parental Leave for birth or placement of child. Before taking unpaid Parental Leave, a Postdoctoral Scholar must exhaust all Personal Time Off and their paid parental benefit.
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>
<thead>
<tr>
<th>Appointment Step for Postdoctoral Scholar Experience Level</th>
<th>Minimum Rates Paid for Experience Level</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12/1/16 (Annual)</td>
</tr>
<tr>
<td>Level 0 (0 - 11 months)</td>
<td>48,216</td>
</tr>
<tr>
<td>Level 1 (12 - 23 months)</td>
<td>50,316</td>
</tr>
<tr>
<td>Level 2 (24 - 35 months)</td>
<td>52,140</td>
</tr>
<tr>
<td>Level 3 (36 - 47 months)</td>
<td>54,228</td>
</tr>
<tr>
<td>Level 4 (48 - 59 months)</td>
<td>56,400</td>
</tr>
<tr>
<td>Level 5 (60 - 71 months)*</td>
<td>58,560</td>
</tr>
</tbody>
</table>

Comp Group B69

* Appointment to Postdoctoral Scholar, Experience Level 5, is by exception.

http://vspa.berkeley.edu/sites/default/files/u27/PD%20Compensation%20Scale%20Effective%202012.4.16.pdf
# NIH POSTDOC SALARY MINIMUM SCALE

## 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</th>
<th>5/20/18</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
THE ROLE OF THE UAW/PRO

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

http://hrweb.berkeley.edu/hrlabor.htm

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

students.berkeley.edu/ombuds
Call +1 (510) 643-9681
Email vspa@berkeley.edu
Web vspa.berkeley.edu
Mail 302 Sproul Hall, M/C 5960
         University of California
         Berkeley, CA 94720