



UAW4121 Postdoctoral Scholars Initial Bargaining Demands

We, Postdoctoral Scholar Unit of the University of Washington, present the following demands to ensure a fair and equitable workplace. They include, but are not limited to:

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Nicholas Tusay
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Kelsey Lund

Provides Fair and Just Compensation and Benefits

Fair compensation is critical to recruit and retain the workforce that drives UW's top-tier research and to allow all Postdocs to successfully build their lives and careers. We demand a contract that:

- Raises compensation and benefits to meet the rising cost of living and reflects the value Postdocs bring to UW.
- Ends systemic wage theft created by conditions at UW that force us to underreport our hours.
- Provides equitable pay for all Postdocs.

Protects and Supports International Postdocs

Navigating the visa and immigration system is a major burden for the over 40% of UW postdocs who are international. We demand a contract that:

- Increases financial support and paid leave for obtaining and maintaining visas.
- Guarantees financial and legal support for Postdocs facing immigration-related crises and work authorization changes.
- Ensures workspaces and data privacy from external organizations.

Ensures Parity Regardless of Funding Source

Fellowships fund 20% of Postdocs and increase UW's prestige as a research institution, but current UW policy means Postdocs often lose pay and benefits when we bring in external funding. We demand a contract that ensures equitable wages, benefits, and working conditions regardless of funding source.

Creates a Safe, Equitable, and Accessible Workplace

Academia puts extra pressure on researchers from under-represented backgrounds. We demand a contract that supports Postdocs of all backgrounds and life stages by:

- Increasing support for Postdoc parents/caregivers.
- Increasing support for Postdocs with disabilities.
- Improving protections against harassment, discrimination, and retaliation.
- Expanding resources and opportunities for career development, including reinstating travel support.

Maintain or improve all other existing terms of the PD CBA not addressed above.

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Tao Huang
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Mohan
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Sophie Seidel
Stephanie O'Daly
Cera Hassinan
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Magnus Bauer
Sarubala Malayaperumal
Kiara Eldred
Megan O'Malley
Kaitlin Hulce
Juliette Wohlschlegel
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Christina Watts
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Fabian Hahner
Xochitl Clare
Leo Brody
Raquel Ruiz Diaz
Stephanie Valdez
Andrew Shumway
Will Ballentine
Oliver Nakano-Baker
Andrew Mack
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Åshild Telle
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Seung Hyuk (Tony) Lee
Manoj Dev
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Ping Zhang
Shilong Gao
Amanda Alvis
Nika Hajari
Inez Pranoto