Overview
The University of Massachusetts – Amherst reached agreement with the Postdoctoral Researchers Organizing (PRO) on a successor collective bargaining agreement (CBA). The Agreement is in effect from April 1, 2019 through March 31, 2022. Below is a summary of the key changes reflected in the Agreement.

Economic Provisions

Salary Minima
The agreement provides for an increase in to the salary minima. Effective December 1, 2019 the salary minima are as follows:

<table>
<thead>
<tr>
<th>Years of experience</th>
<th>Current</th>
<th>December 1, 2019</th>
<th>December 1, 2020</th>
<th>December 1, 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2</td>
<td>$47,476</td>
<td>$50,004</td>
<td>$51,004</td>
<td>$52,024</td>
</tr>
<tr>
<td>3-4</td>
<td>$50,382</td>
<td>$52,896</td>
<td>$53,954</td>
<td>$55,033</td>
</tr>
<tr>
<td>5-7</td>
<td>$51,390</td>
<td>$56,880</td>
<td>$58,018</td>
<td>$59,178</td>
</tr>
</tbody>
</table>

Salary Increases
Postdoctoral researches will be brought to the new floor for their experience level on December 1, 2019. There are no retroactive increases and postdoctoral researchers who are at or above the new salary minima will not receive a salary increase. Appointing authorities may continue to compensate postdocs at salary rates above the salary minima at the time of appointment, reappointment, anniversary date, and/or as a merit increase at any time.

Visa Reimbursement Fund
The agreement establishes an annual visa reimbursement fund of $15,000 for the purpose of reimbursing unit members of their application fees for Visa's obtained from the U.S. embassy/consulate or for the SEVIS fees. Individual reimbursements are centrally-funded and are capped at a maximum of $1,000 per applicant.

Health & Welfare Trust Fund Contributions
The University increased its contribution to the Health & Welfare Trust Fund as an ongoing commitment to the dental, vision, and childcare needs of postdocs.
Non-Economic Provisions

Sexual Harassment & Non-Discrimination
The agreement strengthens our commitment to build a more inclusive and respectful community by broadening the definition of sexual harassment and providing postdocs multiple avenues to seek recourse, including the University’s bullying procedures.

Appointment & Reappointments
The notice period for appointing authorities to provide postdoctoral researchers a written notice of reappointment is increased to 45 days prior to the start date of the appointment (previously 30 days). Departments will notify other postdocs in the department when a new postdoctoral researcher is appointed.

Principal Investigators may now have increased discretion to extend a postdoc’s appointment up to twelve months in instances of an anticipated gap in funding (previously 6 months).

Bereavement Leave
Consistent with other University bargaining units, postdoctoral researchers now have a maximum of five consecutive work days of bereavement leave in the event of death of a parent, spouse or domestic partner, grandchild, or person living in the immediate household and three consecutive work days for son-in-law or daughter-in-law or of the spouse’s or domestic partner’s brother, sister, grandparent or grandchild.