

January 2024 PDA Executive Council		
Position	Person	Agenda
President	Gabriel Yette	<p>New meeting time First Tuesday 9 am. PDRD Planning committee recruitment Spring activities Change advocacy objectives? Send NPA meeting information out</p> <ul style="list-style-type: none"> • Experience based salary adjustments • Retirement benefits • Send Bruce examples of issues we have ran into ie. Salary when applying for grants. HR vs NIH vs CO policy issues • Rectify leave payout
Advisor	Bruce Mandt	<p>Update on PDO Assistant Director? - Offer out for new PDO AD Implementation of NIH postdoc recommendations? https://www.acd.od.nih.gov/documents/presentations/12152023_Postdoc_Working_Group_Report.pdf Compensation rec for 2024. Including mentor evaluations</p>
Professional Development Award Committee Chairs	Alan Morris Kelly Fuller	<p>PDA awards – share feedback with the applicants, fair process. Email Alan and Kelly. New application cycle starts in 3 days</p> <p>To do:</p> <ul style="list-style-type: none"> • Invite new reviewers. Target assistant professor. • Ask the postdoc who participated in the PDA awards awarded or not to ask for feedback. • Provide more information ahead of time for resolution of the awards, deadlines etc. • Bruce has ideas for recruiting new reviewers
Vice President	Anne Gresch	
CFO	Katie Ranard	<ul style="list-style-type: none"> • expenses update <ul style="list-style-type: none"> ○ <u>spent</u>: \$3,753.85 <i>*includes \$400 allocated to denver campus</i> Send Katie receipts <i>*holiday party? (need receipts)</i> ○ <u>remaining</u>: \$1,246.15 • Set aside \$150-200 just in case Fisher cannot provide food for Monthly Postdoc Seminar

		<ul style="list-style-type: none"> • <u>how to use remaining funds:</u> <ul style="list-style-type: none"> ○ goodie bag: pen + notebook + mug+badge reel? ○ extra swag
Communications Officer	Anne co-chair Nadine co-chair Joe Villanueva	<p>1/26 and 4/5 openings at Denver campus A travel award (500 dollars) and another award offered by his office, also eligible for postdocs.</p> <p>Advertise on elevators. -write date it is posted and remove after activity date has passed Coffee hour Wednesday, the week after orientation. February 7. First wednesday of the month. Ical generate with the coffee hour: https://ical.marudot.com Newsletter Updating PDA website. (kristin.goosen@cuanschultz.edu) Nadine is going to NPA Annual Meeting</p>
Denver Campus Representative	Jimmy Demayo	<p>Talks at Denver campus 1/26 4/5 mini symposium!</p> <p>Michael Kocet (Assistant Vice Chancellor of Graduate Education office): a travel award (500 dollars) and another award offered by his office, also eligible for postdocs. <i>Jimmy are you aware of this? Not supportive of supporting Anschutz</i></p>
Engagement/Outreach Committee Chair	Katie Bidne co-chair Sudikchya Shrestha co-chair Sara Stoner	<p>Goodie bag for new postdocs and hand delivery the bag. A day in a life of a fellow postdoc. Another Trivia Night Ice Cream Truck Sports game Hiking Museum Botanic Gardens Coffee hour Wednesday, the week after orientation. First wednesday of the month. February 7</p>

Seminar Series Chair	Ana Maria	Set aside \$150-200 just in case Fisher cannot provide food
Advocacy Committee	Paul McCann	<p>Paul will stepback from the Advocacy Committee and PDA as his postdoc will be completed in March 2024</p> <p>As part of survey ask if people are willing to join the advocacy team.</p> <p>Can we reach agreement on an email response to Christopher from UCW</p> <p>Dear Christopher, Thank you for your correspondence with the University of Colorado Post-Doctoral Association regarding issues of advocating for higher wages. Also, thank you for welcoming a representative of the Post-Doctoral Association to the United Campus Workers General Membership Meeting recently. We received positive feedback regarding the efforts and intentions of the United Campus Workers to achieve improved conditions for all members of staff from the University of Colorado campuses. However, the Post-Doctoral Association has decided to pursue independent avenues to achieve fairer wages for post-doctoral fellows at this current moment in time. We would be happy to welcome a United Campus Workers representative to a future Post-Doctoral Association meeting to reiterate our current position. Individual post-doctoral fellows remain free to join the United Campus Workers of their own volition. Please don't hesitate to reach out to the Post-Doctoral Association regarding any further queries and questions. Sincerely,</p> <p>Also I received an email from Christopher to ask the PDA members to sign the attached petition if you wish https://actionnetwork.org/petitions/anschutz-workers-demand-a-raise</p> <p>New NIH salary recommendation \$70k Advocacy: MD resident as a model for the PhD postdoctoral salary.</p>

<https://medschool.cuanschutz.edu/graduate-medical-education/programs/housestaff-association>

<https://medschool.cuanschutz.edu/graduate-medical-education/CUGME-benefits/stipends>

Per USA HUD we are considered low income for Denver on NIH stipend levels:

https://www.huduser.gov/portal/datasets/home-datasets/files/HOME_IncomeLmts_State_CO_2023.pdf

Retirement matching

Differences with UC Boulder Benefits (e.g., retirement matching, parental leave)

Write down all the reasons why postdoc can't afford to be a postdoc at the current postdoc salary.

- Rent
- Safety
- Walking distance from campus
- Inflation etc.
- Grocery stores within walking distance

Collect postdoc data:

- Cost of living. How much of your salary goes to rent, groceries, gas, commuting, childcare, student loans
- Housing situation: living alone, roommates, \$/rent or mortgage, where they live
- Household income
- Other sources of income
- Change childcare to dependants in case some postdocs have other family that depend on them

Create a dropdown, multiple choices, and then enter values for those.

Keep it anonymous and let them know all information will be reported in aggregate form.

Send to the PDA team first ASAP



WHAT IS UCW COLORADO?

United Campus Workers Colorado (Communication Workers of America Local 7799) unites the University of Colorado's diverse workforce across all four campuses—including part-time and full-time university staff, faculty, and graduate and undergraduate laborers—to address the critical issues we all face.

Our mission is to champion and defend the interests and well-being of all University labor, as well as to build and sustain social and economic justice in our workplaces and in our communities.

WHAT DOES UCW STAND FOR?

FAIR PAY

We need equitable compensation that reflects our commitment and expertise. We fight tirelessly to ensure that we receive a fair and competitive wage in a state with an exorbitant cost of living.

DIGNITY AT WORK

We are committed to fostering a culture of inclusivity, combating discrimination, and addressing any issues of harassment or unfair treatment that we may face. We aim to create a positive and supportive atmosphere that values all contributions and makes us feel safe at work.

JOB SECURITY

The vast majority of us do not have basic job security. We recognize the importance of stability and predictability in the workplace, and we fight to safeguard our rights and livelihoods.

MORE FUNDING FOR HIGHER EDUCATION

Colorado is 49th in funding for students at the higher education level and this needs to change. We actively engage in lobbying efforts, collaborate with other organizations, and empower one another to advocate for increased funding at the state and national levels.

WHAT DOES IT MEAN TO BE A MEMBER?

Being a UCW member means helping to build collective power, lending your voice and taking action to win more rights and benefits, and paying dues to support these efforts.

TOGETHER, OUR MEMBERS HAVE WON:

- Regular raises for graduate workers, faculty, and staff
- Dental coverage for CU Boulder Graduate Workers
- A student fee waiver for CU Boulder Graduate Workers
- 8% raise for student workers at UCCS
- Hourly pay for RAs at CU Boulder for desk shifts
- A \$15 minimum wage at UCCS
- Legislative protections for public sector workers

Union dues are less than 1% of your monthly income and serve as our shared resources for growing our union and advocating for campus workers.

We democratically determine how to use these resources. Currently, this includes funding our core campaigns, web and communication infrastructure, printing costs, and the salaries of our staff.

UCW is a democratic, member-led labor union whose power comes from you. As our membership grows, we're able to win bigger changes for workers. We are organizing now to win thriving and sustainable careers for staff, faculty, and student workers in the CU system.