

**MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN
WASHINGTON STATE UNIVERSITY (WSU)
AND
POSTDOCS UNITED / UNITED AUTOMOBILE, AEROSPACE, AND AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA (UAW)**

The Parties agree to provide a one-time ratification payment to eligible Postdoctoral Employees (PDEs) in recognition of the ratification of the collective bargaining agreement.

ELIGIBILITY AND PAYMENT CALCULATION

PDEs employed by WSU as of April 3, 2026 will receive a one-time ratification payment if employed during the eligibility period of October 1, 2025, through April 30, 2026, as follows:

- For PDEs employed at 1.0 FTE for the entire period with no overtime hours during the eligibility period, the payment will be for 17.05 hours of pay.*
- For PDEs employed at less than 1.0 FTE or those with overtime hours during the eligibility period, the payment will be pro-rated based on their actual hours worked during the eligibility period.*
- Periods of leave without pay during the eligibility period will be pro-rated based on actual hours worked.

* The hourly rate used for calculation will be the PDE's pre-ratification rate of pay.

PAYMENT ADMINISTRATION

- The one-time ratification payment will be issued in a single lump sum payment.
- Payment will be made on the May 25, 2026, pay date.
- Applicable taxes and deductions will be withheld in accordance with standard payroll practices.

SALARY ADJUSTMENT IMPLEMENTATION

Salary adjustments agreed to in Article 26.2 and 26.3 (Compensation) effective at the beginning of the contract will be effective May 1, 2026, and paid on May 25, 2026 which is the pay date for the pay period covering May 1-May 15, 2026.

NO PRECEDENT

This MOU is intended solely to address the one-time ratification payment described above and shall not establish a precedent or practice for future agreements or payments.

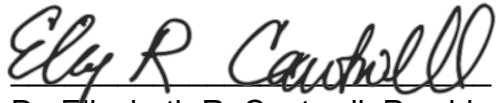
CONTRACT COVERAGE

All other terms and conditions of employment for Postdoctoral Employees are governed by the collective bargaining agreement unless expressly modified by this MOU.

DURATION

This MOU will become effective upon full execution by the Parties and will expire upon completion of the obligations described herein.

For Washington State University



Dr. Elizabeth R. Cantwell, President

Date:

For UAW



Neal Sweeney, UAW International Representative

Date: 5/1/2026

