

## **Resolution to retain flexibility in salaries for post-docs**

WHEREAS, a federal judge has issued an injunction blocking enforcement of the new Department of Labor overtime rule that caused UF to plan to raise minimum salary thresholds for Post-docs to \$47,476 starting December 1, 2016.

WHEREAS, resources to create Post-doc positions are always limited and faculty and post-doc candidates should be afforded liberty to decide for themselves appropriate levels of compensation on project-by-project and budget-by-budget basis.

WHEREAS, a large, sudden and arbitrary increase in minimum salary for post-docs will cause many post-doc opportunities to disappear, negatively impacting post-docs, faculty and the research mission of UF.

WHEREAS, adoption of this resolution and/or rescission of this arbitrary policy will never preclude anyone from offering compensation at or above this new higher rate.

THEREFORE, LET IT BE RESOLVED that the Faculty Senate of the University of Florida strongly advises administration to abide by the federal court injunction of the new Department of Labor overtime rule and restore the status quo ante (pre-December 1, 2016) with respect to minimum salary requirements for post-docs.