**Sample Research Associate Standard Offer or Appointment Letter**

**Last updated: 7/21/2022**

*Note: College signature is not required for decentralized units, but a copy of the appointment letter is to be forwarded to CALS HR.*

*Employee-in-training appointments are expected to be full-time.*

*Less than full-time appointments require CALS HR approval*

*prior to proceeding with offer.*

<Date>

<Name>

<Address Line 1>

<Address Line 2>

Dear <Name>:

*<Exempt Employee>*

It is our pleasure to offer you an employee-in-training appointment as a Research Associate in the <operational area>, Department of <department name> at the University of Wisconsin-Madison. This appointment will begin on <date> at <appointment percent> percent time with a full-time annual salary rate of $ <dollar amount>. <Add if appointment is less than full-time:> Since your appointment is XX% time, your monthly salary will be $XXXXX. We anticipate that the appointment will continue at least through <date>, contingent upon your training progress, funding availability, program needs and satisfactory performance.

*<Non-Exempt Employee: For more information on FLSA status, please see https://hr.wisc.edu/flsa/) >*

It is our pleasure to offer you an employee-in-training appointment as a Research Associate in the <operational area>, Department of <department name> at the University of Wisconsin-Madison, College of Agricultural & Life Sciences. This appointment will begin on <date> at <appointment percent> percent time with an hourly rate of $<rate>per hour, based on the full-time annual “A” basis rate of $XX,XXX. We anticipate that the appointment will continue at least through <date>, contingent upon your training progress, funding availability, program needs and satisfactory performance.

The position you have been hired into is an academic staff non-exempt position. This position, which may have been recruited as academic staff salaried (exempt from overtime), will be academic staff non-exempt (paid hourly; overtime eligible) as a result of the changes made by the U.S. Department of Labor to the Fair Labor Standards Act FLSA) (see <https://www.dol.gov/whd/overtime2019/>). The changes require positions exempt from overtime to be paid $35,568 annually. **<<End FLSA section>>**

The purpose of the Research Associate position is to provide training beyond the doctorate. Those who hold the appointment are expected to exercise considerable discretion in the selection of research topics, consistent with the funding source from which salary is paid. You will be collaborating with Professor <name> working on <project description>.

*This offer is contingent upon completion of the requirements for the Ph.D. prior to the effective date of your appointment.* A copy of your diploma or a letter certifying you have completed all necessary requirements for graduation from your Ph.D. institution will be required prior to your appointment begin date.

Work Authorization -- I-9: This offer of employment is contingent upon verification of the appropriate identity and employment eligibility documentation on the Form I-9, as required by the Immigration Reform and Control Act of 1986. For information on the Form I-9 and the list of acceptable documents, please see the Forms section of the U.S. Citizenship and Immigration Service website: <http://www.uscis.gov/portal/site/uscis>. If you accept this offer of employment, you will receive an email from your hiring department with a link to UW-Madison’s electronic I-9 system. Section 1 of the electronic Form I-9 must be completed by the employee on or before the first day of employment. The system will provide the list of acceptable documents and detailed instructions on how to complete the electronic Form I-9. The list of documents is also attached to this letter for your easy reference. The required documents must be presented to your employing department, in person, within three days of your employment start date. If you do not have the necessary documents, you must present a receipt from a U.S. government agency for replacement document(s) within the three-day limit, and you must present the required document(s) within 90 days of your employment start date. The law prohibits the University from employing or continuing to employ an individual who has not provided the required documents within the relevant time period.

Benefits: This position includes the fringe benefits described in the Benefits Summary found at <https://hr.wisc.edu/docs/2022-grad-benefits-summary.pdf>. Staff benefits information and enrollment forms available to you are described on the following website: <https://hr.wisc.edu/benefits/new-employee-benefits-enrollment/benefits-for-employees-not-covered-by-the-wrs/>. Since the enrollment period for many of the benefit programs is within 30 days of your appointment begin date, please contact <department administrator>in <office number/building> within the first few days of your appointment to avoid any loss of benefits or the need to submit evidence of insurability. Failure to take the above steps may result in loss of important benefits.

**<<Use Language Below for Annual Basis (“A”) Postdocs>>**

Absence with Pay & Legal Holidays

You are eligible for two types of absence with pay:

1. **Absence with pay (personal):** Hours when a postdoc may be absent from their training for personal purposes, and still receive their stipend or salary. The amount of leave granted for full-time postdocs is **176 hours**per fiscal year (July 1-June 30).
2. **Absence with pay (medical):** Hours a postdoc may be absent from their training due to personal and immediate family medical reasons, or for the birth or adoption of their child, and still receive their stipend or salary. The amount of leave granted for full-time postdocs is **96 hours**per fiscal year (July 1-June 30).

Postdocs in appointments less than full-time are granted amounts based on their percentage of appointment. For postdocs who begin their appointments during the year, absence with pay is prorated based on the start date of the appointment. You can view your absence with pay balances in your MyUW Portal.

You are also eligible for the same **nine legal holidays** as are provided to employees.

Important: Postdocs who change FTE (full time equivalent) may be required to refund any absence with pay or legal holidays used in excess of the prorated amount to which they are eligible. Postdocs who terminate their appointment before the end of the fiscal year may be required to refund any absence with pay or legal holidays used in excess of the prorated amount to which they are eligible.

Full details are provided in UW–Madison policy [UW-5088 Postdoc Absence with Pay & Legal Holidays](https://policy.wisc.edu/library/UW-5088).

**<<Use Language Below for Academic Basis (“C”) Postdocs>>**

Absence with Pay & Legal Holidays

You are eligible for **absence with pay (medical),** hours a postdoc may be absent from their training due to personal and immediate family medical reasons, or for the birth or adoption of their child, and still receive their stipend or salary. The amount of leave granted for full-time postdocs is **96 hours**per academic year. Postdocs in appointments less than full-time are granted amounts based on their percentage of appointment. For postdocs who begin their appointments during the year, absence with pay is prorated based on the start date of the appointment. You can view your absence with pay balances in your [MyUW Portal](https://my.wisc.edu).

You are eligible for the same **nine legal holidays** as are provided to employees.

Important: Postdocs who change FTE (full time equivalent) may be required to refund any absence with pay or legal holidays used in excess of the prorated amount to which they are eligible. Postdocs who terminate their appointment before the end of the fiscal year may be required to refund any absence with pay or legal holidays used in excess of the prorated amount to which they are eligible.

Full details are provided in UW–Madison policy [UW-5088 Postdoc Absence with Pay & Legal Holidays](https://policy.wisc.edu/library/UW-5088).

**<<End of Leave Benefits Section>>**

Benefits -- Federal Affordable Care Act: The University of Wisconsin is required to provide all employees with a Notice of the availability of the Health Insurance Marketplace. The Notice also includes required information on health insurance coverage available through your employment at the University of Wisconsin (UW). Beginning in 2014, the federal Affordable Care Act (ACA) requires most everyone to obtain health insurance for themselves and their dependents or pay a penalty when filing their tax returns. Please refer to the notification included as an attachment to this letter.

Drug-Free Schools Act: All employees, faculty, and staff are strongly encouraged to help make the University a drug-free workplace. You can do this by learning about substance abuse (its dangers and warning signs), encouraging others to avoid substance abuse, and getting help if you need it -- either for yourself or for someone you are concerned about. Campus information is available at: <https://alcoholanddruginfo.students.wisc.edu/dfsac-act/>.

Identification Card: As an employee of the University of Wisconsin-Madison, you are eligible to obtain a photo identification card. Although not required, the card entitles you to use the following: University Libraries and the Memorial Union. In addition, you may purchase a Recreation Access Fee for the Southeast Recreational Facility (SERF), the Natatorium/Gym Unit 2 facility, Nielsen Tennis Stadium and Camp Randall Sports Center (Shell). You are given priority and discounted court rates at Nielsen Tennis Stadium and receive a discounted membership at the Camp Randall Sports Center (Shell).

Income Taxes: Your Research Associate salary is, in most cases, subject to income taxes. See <https://hr.wisc.edu/new-employees/employee-tax-withholding/> for information pertinent to US citizens, permanent resident aliens (green card holders), or resident aliens.

Mandatory Reporting Requirement of Child Abuse and Neglect: Wisconsin Executive Order #54 (EO 54) requires the reporting of child abuse or neglect. As a UW–Madison employee, if, in the course of employment, you observe or learn of an incident or threat of child abuse or neglect, and you have reasonable cause to believe that child abuse or neglect has occurred or will occur, you are required by EO 54 and campus policy to immediately report it to Child Protective Services (CPS) or law enforcement. If the suspected incident or threat involves an allegation against a university employee or agent, or on campus or at a UW–Madison sponsored activity, you must also notify the Office of Human Resources, Workforce Relations. Employees who are mandatory reporters under Wis. Stat. 48.981(2)(a) shall comply with the requirements of the state mandatory reporter law. Employees who learn about child abuse or neglect in a healthcare setting should only report as permitted by HIPAA.

Non-Discrimination: The University of Wisconsin-Madison does not discriminate in its employment practices on a variety of bases, including: age; ancestry; arrest record; color; conviction record; creed; cultural background; disability; ethnicity (specifically involving harassment by university employees); gender identity; gender expression; marital status; genetic testing; honesty testing; military obligations; national origin, pregnancy; race; religion; retaliation for making a complaint of discrimination or taking part in an investigation relating to discrimination; sex; sexual orientation; and use or nonuse of lawful products off the employer’s premises during nonworking hours.

Information on how to file a complaint alleging discrimination, how to contact the campus Title IX and Americans with Disabilities Act Coordinators, and on nondiscrimination on the basis of sex in federally assisted programs is available through the Office of Equity and Diversity (OED) website at: <https://compliance.wisc.edu/eo-complaint/>. OED’s main office is located in Room 179-A, Bascom Hall, 500 Lincoln Drive, Madison, Wisconsin 53706, (Voice) (608) 263-2378, Wisconsin Telecommunications Relay Service: 7-1-1, Fax (608) 263-5562.

UW-Madison is committed to creating and maintaining a campus community that is free from sexual harassment and sexual violence. All employees are required to complete an online prevention education program called “Preventing Sexual Harassment and Sexual Violence at UW-Madison” within 30 days of a UW-Madison appointment. Additional information and a registration link for this training can be found at: <https://compliance.wisc.edu/titleix/employee-training/>. (If you are currently a student at UW-Madison and have already taken a similar training directed at students, you are not required to take this training.)

Payroll Information: You will be paid on a 12 month (annual) pay basis. Payroll information for research associates is available at: [http://www.ohr.wisc.edu/benefits/new-emp/grad.aspx#additional-resources](http://www.ohr.wisc.edu/benefits/new-emp/grad.aspx)

<Include if applicable:>Visa Related Information: If you are on a nonimmigrant visa and are subsequently offered a fellowship or award, you must consult with the International Faculty and Staff Services (IFSS) office (265-2257) before accepting the fellowship or award. Accepting a fellowship or award may very well require changes in your immigration status that take time, so the earlier you contact IFSS, the better. Individuals in H-1B status may not be classified as postdoctoral fellows/trainees. Please note: Applications for individuals seeking J-1 immigration status sponsored by the University may be subject to additional screening activities to ensure compliance with the federal export control regulations.  If you have questions about export control regulations, please contact the University’s [Export Control office](https://research.wisc.edu/compliance-policy/export-control/).

Information about professional and career development, networking, and resources for postdoctoral scholars (research associates) is provided by the Graduate School at <https://postdoc.wisc.edu/>.

It is the policy of the College of Agricultural and Life Sciences to provide reasonable accommodation for qualified employees with disabilities. If you need an accommodation to perform the essential functions of your position, please contact Kristin Carroll, Divisional Disability Representative (DDR) at calshr.ddrs@wisc.edu. The DDR is the person authorized to receive and maintain confidential medical information in our College. More information can be found at the following website: <https://employeedisabilities.wisc.edu/>.

**[ADD FOR EMPLOYEES TRANSFERRING BETWEEN UW or CALS WORK UNITS]:** If you have a previously approved reasonable accommodation, information about your disability accommodation is not shared with your new employing unit because of confidentiality requirements of disability-related employment laws. You will need to make a new request for reasonable accommodation.

We look forward to working with you. Please do not hesitate to call me if you have any questions about your appointment. If you are unable to access the websites indicated in this letter, please contact <department administrator> for a hard copy of these materials.

Sincerely,

 <Required for centralized units>

<Mentor's name> <CALS HR Mgr name>

<Mentor's title> CALS Human Resources Manager

<Operational Area/Designation>

<Chair/Director signature if required by unit>

<Department Chair/Designee's name>

<Title>

<Department Name>

Attachment: Federal Affordable Care Act Notification

<Include if this is a letter of offer>

I accept this Research Associate appointment in the <Operational Area> in the Department of <Department Name>.

Signature Date

**Federal Affordable Care Act Notification**

The University of Wisconsin is required to provide all employees with a notice of the availability of the Health Insurance Marketplace and information on health insurance coverage available through your employment at the University of Wisconsin (UW). The Health Insurance Marketplace Notice is enclosed.

Although almost all individuals have been required to maintain health insurance because of what is called the Individual Mandate under the Affordable Care Act (ACA), beginning on January 1, 2019, individuals no longer have to comply with the Individual Mandate. However, individuals may continue to obtain health insurance coverage through employer-sponsored coverage with the UW, a governmental plan, such as Medicare, or the Marketplace (also known as the Exchange), which was created as an option for individuals to purchase health insurance (potentially with premium assistance).

**If you are eligible for and plan to enroll in the State Group Health Insurance plan through your employment at the UW, you do not need to enroll in coverage through the Marketplace, unless you choose to do so**. Most UW employees who are eligible for State Group Health Insurance will not be eligible for a premium subsidy for coverage purchased through the Marketplace.

For information about the Health Insurance Marketplace and options available to you, please visit the following websites:

* HealthCare.gov: <https://www.healthcare.gov> (for detailed information about health plans available to you, eligibility, premiums and premium subsidies, FAQs….)
* UW System Affordable Care Act webpage at: <http://www.wisconsin.edu/ohrwd/aca/>

**If you need this information in another language,** please visit <https://www.healthcare.gov/language-resource/> or call HealthCare.gov at 1-800-318-2596.

If you have questions about your eligibility for health insurance through your employment, contact your institution’s human resources office (contact information available at: <http://www.wisconsin.edu/ohrwd/benefits/contact/>).