

## RESCUING BIOMEDICAL RESEARCH

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**Contact:** Chris Pickett  
202.326.7029 (office)  
314.409.0398 (cell)  
[clp3@princeton.edu](mailto:clp3@princeton.edu)

### RESCUING BIOMEDICAL RESEARCH STATEMENT ON DEPARTMENT OF LABOR OVERTIME RULE

**WASHINGTON, DC** – Rescuing Biomedical Research, an organization committed to overcoming the systemic flaws in the biomedical research enterprise, strongly supports increasing pay for postdoctoral scholars. This position is informed by multiple reports from organizations such as the National Academies, the American Academy of Arts and Sciences, the Federation of American Societies for Experimental Biology, Future of Research and others have recommended such an increase.

The Department of Labor today issued a new rule that directs employers to pay anyone making less than \$47,476 per year as hourly employees who are eligible for overtime pay. The pay for starting postdocs paid on the National Institutes of Health National Research Service Award pay scale, a pay scale followed by many universities, was \$43,692 for 2016, making many postdocs eligible for overtime pay under the new DOL rule. This rule will go into effect on Dec. 1, 2016.

RBR urges universities and the National Institutes of Health to work together to raise the minimum pay of postdocs to at least \$47,476 per year to better reflect their level of education, expertise and value to the biomedical research community. It would also remove any need to implement a system to track the hours that postdocs work and to institute overtime pay. Such a system would be laborious, costly and antithetical to the way in which postdocs conduct their research. It is critical for universities and the NIH to collaboratively align their practices with the new rule to move toward a goal that is widely agreed to improve the sustainability of the research enterprise.

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Rescuing Biomedical Research is committed to catalyzing policy changes that address the systemic flaws in the system in the biomedical research enterprise. Founded in 2014, RBR is a leader in discussions and activities to bring effective, creative and valuable changes to the policies and culture of the biomedical research enterprise. RBR statements indicate the positions of a majority of its individual members but not the positions of their employers. Find out more at <http://rescuingsbiomedicalresearch.org/>