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Position Statement on Unions

The National Postdoctoral Association (NPA) believes that postdoctoral scholars (postdocs) are best served by institutional policies and procedures that promote standards of compensation and benefits that reflect their high levels of skill, education and expertise. The NPA supports all postdocs who seek positive change. The NPA respects the rights of individual postdocs to make decisions concerning their employment status and to work collectively to form local, regional and national associations to represent their interests. The NPA also recognizes the rights of postdocs to bargain collectively with their employers under the National Labor Relations Act (29 U.S.C. §§ 151-169).

The NPA is a professional association and its mission is to advance the U.S. research enterprise by maximizing the effectiveness of the research community and enhancing the quality of the postdoctoral experience for all participants. The NPA is a 501(c)3 charitable tax-exempt organization, supported primarily through grants and other charitable contributions. As such, the NPA does not provide representation for postdoctoral employees wishing to engage in collective bargaining activities with their employers.

Approved by the NPA Executive Board, September 14, 2005; amended May 18, 2006.