



Dear President Bollinger and members of the Columbia University Board of Trustees:

We understand that the National Labor Relations Board (NLRB) verified last week that postdoctoral researchers voted decisively - 68% - in favor of unionization. This latest count means that 5,000 researchers and teachers have now voted by a more than 2 to 1 margin for UAW representation at Columbia University. This is a clear and unambiguous mandate. As elected and community leaders, we urge you to refrain from any further legal or other delays and begin negotiations with elected representatives of these workers who have voted to engage in collective bargaining.

We have great respect for the value these workers bring to our city. Graduate teaching assistants provide critical face-to-face instruction that helps make the Columbia undergraduate experience one of the most sought-after in the world. Graduate and postdoctoral researchers make up the backbone of Columbia's research programs, which help make our city a hub of scientific innovation and bring roughly \$1 billion in grants and contracts into the local economy.

We are confident these workers have made an informed decision in favor of unionization and have done so with the goal of enhancing their ability to provide quality teaching and research and making the campus community more inclusive.

We strongly urge you to refrain from further delay and to respect their choice and start bargaining.

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