



# CPW-UAW

## A UNION FOR POSTDOCTORAL RESEARCHERS AT COLUMBIA UNIVERSITY



Dear Interim Provost Katznelson,

As Postdoctoral and Associate Researchers from across Columbia, we urge the administration to agree to a fair contract with our union, CPW-UAW. The COVID-19 crisis shows now more than ever why we need a fair contract with compensation, rights and protections that will enhance quality research and promote a more inclusive workplace.

As we all deal with the COVID-19 crisis, we appreciate the great challenges faced by the University. As a group, we have stepped up and pivoted in numerous ways to maintain our commitment to and critical role in Columbia's core research operations as well as our University's role in fighting the virus in one of its global epicenters. Some of us have shifted to COVID-19 research. Many others continue as essential employees maintaining critical research infrastructure and projects. Hundreds of us have also volunteered on biobanking COVID-19 samples, immunological testing, producing, sterilizing, and delivering PPE for frontline workers, and more.

As we know first hand the damage done to the overall research operations, and look ahead to restoring full productivity as we transition out of the pandemic, we and our larger Union have also joined Columbia to call on Congress to distribute critical resources to research and other university programs.

Amidst all these efforts, it has been particularly disappointing to see the university continue to fail to reach a fair agreement and even move backwards in bargaining. We fully understand the challenges the University faces at this time. However, given the unique funding structures for our work, we believe Columbia can and should avoid using the COVID-19 crisis to maintain compensation rates that leave Postdoctoral and Associate Researchers behind other New York City institutions and the uniquely high cost of living.

We deserve fair and competitive compensation. We deserve stronger protections against discrimination, harassment, and bullying. And we deserve the standard provisions that enable us to have a strong voice through our union. We voted overwhelmingly to have a union so that we could represent our interests with Columbia's administration. We also know that through our union, we have more power and representation in Washington, DC, alongside tens of thousands of our academic colleagues across the country, to demand the resources that Columbia and other research institutions deserve.

We ask that you direct your team to reach a fair agreement, so that we can focus all collective energy on working through the crisis, preparing to transition out of it, and seeking the federal resources necessary for both.

Signed,

Aaron Schein, Data Science Institute

Abhinav Sinha, Business School

Adel Ardalan, Zuckerman Institute

Agnieszka, Wendorff, ICG

Ajay Pal, Orthopaedic surgery

Akina Umemoto, Psychiatry



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Akram Bakkour, Psychology

Alberto Bartolome, Medicine

Alex Bashore, Medicine

Alex Fedotov, IICTR

Álvaro Cuesta-Domínguez, Physiology

Alvaro Curiel, Medicine

Alvaro Sanz, Zuckerman Institute

Andre Grilo, Medicine

Andrew Zaharia, Mind Brain Behavior

Ángel G, Muñoz, IRI

Angela Aidala, Sociomedical Sciences,  
Mailman Public Health

Anne Loffler, Zuckerman Mind Brain  
Behavior Institute

Anne Marie, Bartosch, Pathology

Antonios, Pouliopoulos, Biomedical  
Engineering

Antwi-B. Oteng, Pathology & Cell Biology

Arturo Torres Herraiez, Psychiatry

Atlas Khan, Medicine

Aveline Filliol, Medicine

Ayse Payir, Psychology

Azahara, Oliva, Neuroscience

Berta Vidal Iglesias, Biological Sciences

Bezalel, Bacon, CRR

Brice Laffleur, immunology

Bryan Kutner, CUIMC Psychiatry

Brygida Bisikirska, Physiology

C Spencer Jones, LDEO

Caroline Trumpff, Psychiatry

Catalin, Mitelut, Statistics

Chaoyou Xue, Biochemistry and Molecular  
Physics

Charlotte, Heleniak, Psychology

CHENQI TAO, Ophthalmology

Chiara Camillo, Surgery

Chiara Moriconi, Pathology and cell biology

Chloé Pasin, Pathology and Cell Biology

Christiane, Grimm, Biology

Christopher, Cueva, Neuroscience

Christopher, Parks, Department of Medicine

Christos Tzimas, Medicine

Chung Dang, Neuroscience

Clara Reglero, Institute for Cancer Genetics

Clarissa Branco Haas, Anesthesiology

Consuelo Torrini, Pathology

Dan Miller, GSAPP - Architecture

dario sirabella, csci

David Cabrera, Anesthesiology

David Melamed, Biological Sciences

Dorri Halbertal, Physics

Edoardo Migliori, CCTI

Emilia Laura Munteanu, HICCC SR

Emily Mackevicius, Zuckerman Institute

Ensheng Weng, Center for Climate Systems  
Study

Erica Rodriguez, Psychiatry

Erik Benau, Psychiatry

Etienne Meunier, Sociomedical Sciences

Eva, Gil, Molecular therapeutics

Evan Cesanek, Zuckerman Institute

Farhan Abu, Development and genetics



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Florence Borot, Medicine  
Francesca La Carpia, Pathology and Cell biology  
Francesca, Vallese, Anesthesiology  
Gergely Turi, Dept. Psychiatry  
Gustavo Rodriguez, Taub Institute for Research on Alzheimer's disease and the Aging Brain  
Gwennaelle, Monnot, Dermatology  
Haixing Li, Department of Chemistry  
Hannah Glover, Pediatrics  
Hannah Payne, Zuckerman Institute  
Hao Wu, Ophthalmology  
Hazeem L Okunola, Center for Radiological Research  
Heekuk Park, Medicine  
Heike Blockus, Neuroscience  
Heslin, Alison, Earth Insitute  
Hila Milo Rasouly, Medicine  
Honghai Zhang, OCP/Lamont  
Hstau Liao, Biochemistry  
Hylde Zirpoli, Institute of human nutrition  
Ignacio Hernandez-Morato, Otolaryngology  
Igor Shmarakov, Medicine  
Inigo Urteaga, Applied Mathematics  
Irina Stavrovskaya, Neurology  
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Jessie Brown, iCG  
Jesus E. Perez-Ortega, Biological Sciences  
JiaJie Teoh, IGM  
John Christin, Medicine  
Jonathan Shintaku, Neurology

Jorge Montesinos, Neurology  
Joshua Glaser, Statistics  
Joy Romanski, Center for Climate Systems Research  
Julia Hyland Bruno, Center for Science and Society  
Junfei Zhao, Systems Biology  
Junghyun, Microbiology and Immunology  
Junjie Yu, Medicine  
Kenneth Wengler, Psychiatry  
Korhan Buyukturkoglu, Neurology  
Laura Starbird, School of Nursing  
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Liv Yoon, Earth Institute  
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Lucia Morgado Palacin, ICG  
Maja Milanovic, Institute for Cancer Genetics  
Maoxue Tang, Neurology  
Marcella O'Reilly, Medicine  
Marco Miotto, Physiology  
Maria Alejandre, Biology  
Maria Avrutsky, Pathology  
Mariangels de Planell, Neurology  
Marianna Lovaszi, Anesthesiology  
Marie Labouesse, Psych  
Marissa Rashkovan, ICG  
Mark Ziffer, Chemistry  
Marta Galan-Diez, Physiology



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Martin, Carballo Pacheco, Systems Biology  
Mathieu Carriere, Systems Biology  
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Mauro Monsalve, zuckermann institute  
Medini Annavajhala, Medicine  
Megha Sah, IGM  
Mei Zhu, Pathology and Cell Biology  
Melissa McKenzie, Systems Biology  
Michael Shannon, Pediatrics  
Michael Waite, Mechanical Engineering  
Miguel Arce, Neurology  
Mingze Sun, Surgery CT  
Na Luo, Genetics  
Neus Rafel Berge, Genetics and Development  
Nguyen, Trang, Pathology and Cell Biology  
Nichole Danzl, Medicine  
Nicole Perry-Hauser, Psychiatry  
Nicole Vo, Neurology  
Nirvedh, Meshram, Biomedical Engineering  
Nourdine Chakouri, Physiology and Cellular Biophysics  
Nuno Alves, Psychiatry  
Nur Zeinomar, Epidemiology  
Oakley Olson, Genetics and Development  
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Osmel, Digestive and Liver Diseases  
Oya Cingoz, Biochemistry and Molecular Biophysics  
Pablo Perez, ICG

Panagiotis Oikonomou, Systems Biology  
Paraskevi Vgenopoulou, Physiology & Cellular Biophysics  
Partha Patra, Earth and Environmental Engineering  
Philip Kreniske, Psychiatry  
Pierre-Jacques Brun, Medicine  
Qi Wang, Radiation Oncology  
Qiang Yang, LDEO  
Rafaela Muniz de Queiroz, Biological Sciences  
Rahat, Jahan, Institute of Cancer Genetics  
Rainer Engelken, Neuroscience  
Rajan U, Ieor  
Raphael Gerraty, MBBi  
Raquel Cuella Martin, Genetics and Development  
Rhiannon Dowling, History  
Richard Friedman, Cancer Center  
Rick Russotto, Lamont-Doherty Earth Observatory  
Rinko Saha, Department of Psychiatry  
Robert Soden, Computer Science  
Roberto Gulli, Neuroscience  
Rossella Labella, Dept Physiology/CellBiophysics  
Roumen Voutev, Biochemistry and Molecular Biophysics  
Ruben van Bergen, Zuckerman Institute  
Saera Song, Taub Institute  
Sajjad Moazeni, EE  
Sam Norman-Haignere, Mind Brain and Behavior  
Samantha, Cohen, Psychology



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Samantha, Marshall, Orthopedic Surgery

Samuel Burke, Law

Sandra Franco Iborra, Pathology and Cell Biology

Sandra Hoffberg, E3B

Sanket Rane, Pathology and Cell Biology

Sassan, Ostvar, Medical Center

satish dhingra, Microbiology and Immunology

Sejoon Choi, Psychiatry

Selina Makana, Gender Studies

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Shikha Singh, Biological Sciences

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Sri Karthika, Shanmugam, Physiology and biophysics

Srinidhi Jayaraman, Physiology and Cellular Biophysics

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Sunil Panigrahi, Medicine

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Suvrajit Maji, Biochemistry and Molecular Biophysics

Tania Wong, Pediatrics

Tarek Amer, Psychology

Tessa Montague, Neuroscience

Theodore Gordon, Music

Thomas Rice, Astronomy

Tom Yager, Epidemiology

Tulsi, Patel, Pathology and Cell Biology

Umed Boltaev, Chemistry

Vesna Slavkovich, EHS

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Wei Wang, Medicine

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