

CPW-UAW

THE UNION FOR POSTDOCTORAL AND ASSOCIATE RESEARCHERS AT COLUMBIA UNIVERSITY

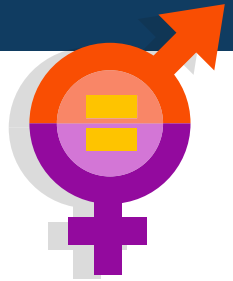


COMPENSATION

\$60,000 for Postdocs and \$66,100 for Associate Researchers, making Columbia Postdoc minimums the highest in NYC.

PROMOTING GENDER EQUITY IN ACADEMIA

Right to 6 weeks of fully-paid parental leave for both birth and non-birth parents available after one year of service.



EQUITY FOR POSTDOCTORAL RESEARCH FELLOWS

\$60,000 per year, as well as Fellow access to childcare benefits.

FIGHTING TO STOP DISCRIMINATION AND SEXUAL HARASSMENT

including the right to appeal a University decision to a neutral arbitrator.



COLLECTIVE STRENGTH

CPW-UAW

Making Columbia a more equitable, inclusive, and competitive research institution.

COLUMBIAPOSTDOCUNION.ORG

NEW RIGHTS FOR INTERNATIONAL POSTDOCS,

including various accommodations for visa and immigration-related issues.



LUMP SUM BONUS

for researchers already near or above the new minimum salary rates.



CONTRACTUALLY GUARANTEED INCREASES

of at least 2.5% in the 2nd and 3rd year of the agreement.



WE ARE STRONGER TOGETHER

For the first time, we have a formal mechanism with teeth to enforce our rights: a legally-binding contract that includes a strong grievance procedure.

TAKING ON BULLYING

Unprecedented university commitment to work with CPW-UAW and others to develop policies and procedures to address bullying.

