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.

EQUITY FOR POSTDOCTORAL RESEARCH FELLOWS
$60,000 per year, as well as Fellow access to childcare benefits.

NEW RIGHTS FOR INTERNATIONAL POSTDOCS,
including various accommodations for visa and immigration-related issues.

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

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

FIGHTING TO STOP DISCRIMINATION AND SEXUAL HARASSMENT
including the right to appeal a University decision to a neutral arbitrator.

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.

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

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.

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

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