

CPW Town Hall on Policies against bullying/power based harassment

What we want to ask Columbia to improve in our contract

By the end of this town hall, we hope you...

- Understand how bargaining works.
- Know our first bargaining offer to improve protections against bullying.
- Know how you can provide feedback throughout the process.
- Understand how we will be able to win the rights and protections we collectively determine.
- Know how you can get involved!

Follow us on Social Media!



@cpw_uaw



@cpw_uaw



@CPWUAW



@Columbia Postdoc Union

How to engage during this Town Hall:

- Via the chat
- Speaking: “Stack” on chat/“raise hand” function
- Respond to polls
- Breakout session
- Via this feedback form:

<https://forms.gle/2w5PesKW2GQuLK346>

Roles:

- **Cora Bergantinos-Crespo** (she/her): ex-Department of G&D > **presenting**
- **Federico Amodeo** (he/him): Department of Neurology > **facilitating**

We begin Bargaining on April 20th

What does that mean?

- April 20th: **Introductions** of the Bargaining Committee (BC) of our Union and Columbia Representatives. The BC presents **Contract Demands** and **proposes rules** for Bargaining (including hybrid!).
- Over the next sessions:
The BC will **open Articles** of our Contract and **present changes**.
Columbia will ask questions, **oppose** to some of the changes and propose a **counteroffers**.
>> this will continue back and forth..

How can we gain ground during negotiations?

- Show Columbia that a majority of us want to win these Contracts improvements.
>> need to **campaign!**

Why are we here today?

- To discuss our **first offer** we will present regarding protections against bullying/power based harassment.



Bargaining Session of Academic workers at UConn

Bullying in Academia

FEBS Letters

Barrier to Tenure and Faculty

The Scientists' Forum | Free Access

Academic bullying and diversity: challenges and solutions

Jennifer M. Swann

First published: 05 October 2022 | <https://doi.org/10.1002/1873-3468>

Shoddy Harassment Investigations Are a Stain to Academia

It's time to hold committees responsible for how they manage harassment claims

By Mortiza Mahrooqi

SCIENTIFIC AMERICAN

Acad. How to blow the whistle on an academic bully

Standing up to a persecutor is tough, particularly if they are your supervisor. But you can take steps to report abuse and protect yourself.

nature

Science

Postdoc Unions are winning protections against bullying in their contracts:

- University of Connecticut, University of California, Postdocs at Mt. Sinai seems tentatively accepted as a concept.

NIH created resources for reporting >

<https://public.era.nih.gov/shape/public/notificationForm.era>

Postdocs/ARs at Columbia:

Whatever mechanisms that exist to help international postdocs in toxic labs leave without losing their visa status are either poorly communicated or nonexistent.

Re: policies against bullying - enforcement is an issue, not so much the existence of policies.

Our Experience as a Union at Columbia

Last Round of Negotiations They said...

“from an HR perspective then if there is a case that you have a question about this or what to do, then I urge you to tell someone, to talk to HR immediately.” **Session 04/01/2019**



So we have done...

Bring cases up with HR, the Office of Professionalism (CUMC), the Union-Management Committee >>

>> While we forced Columbia to **maintain the appointment** until renewal date **w/o working** (paying salary, healthcare and Visa) **the perpetrators have no face any consequences**

Postdocs/ARs at Columbia:

*Bullying and harassment is always hard to report because **your visa and career depends on that**. It happened to me that I **wanted to ask HR** details about my contract or visa (without my PI knowing) and **they all went to ask my PI**, because that's how the system is made. **Our PIs are the sole responsible/decision maker of our contract/career.***

*I (and many members of my lab) have **greatly suffered from power/verbal abuse/harassment and bullying** (no one speaks up for fear of retaliation and being deported back to home country). To the level I've never experienced or witnessed in the 17 years I was involved in academic research.*

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“It’s left for definition by outside sources. I think bullying is so imprecise and everytime people try to define it you throw out the baby with the bathwater.” **Session 10/28/2019**

“The reasons we’re not agreeing to a bullying policy is the same as before. One person’s yelling is another person’s’ bullying. How do you write language that delineated those things? And turning it to an arbitrator. We’ll explore those things with you but there’s no way that would be in a first contract.” **Session 04/17/2020**



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Members of our Union along member of SWC (Union for Grad Student Workers) and Faculty worked in the **University-wide working group producing recommendations against bullying** >>

>> **Definition of bullying approved by the Provost**
on 02/23/2023

Check details at
columbiapostdocunion.org/anti-bullying-policy

What we want to achieve

PROTECTIONS

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Decrease our dependence on just one Faculty member >>

As part of an IDP protected by the contract, postdocs/ARSs may have a panel of co-mentors.

ARTICLE 19: PROFESSIONAL DEVELOPMENT,
Section 3.c.

ARTICLE 19 PROFESSIONAL DEVELOPMENT

Section 1. The University and the Union agree that adequate opportunities for training and professional development are essential. The University will maintain support for training and professional development programs for Employees. Nothing in this Agreement will preclude the University from enhancing the training and professional development programs provided to Employees.

Employees can exercise the right to develop an Individual Development Plan (IDP) to their supervisors. If the IDP will be developed between the Employee and supervisor(s), this will follow protocols stipulated by the Office of Postdoctoral Affairs (OPA) and the Union. The IDP will be reviewed in 6-month cycles, where the employee and supervisor(s) will discuss short and long term goals.

- a. The IDP shall include long and short term career goals. Long term goals may include: professional development, career objectives, upcoming fellowship or grant applications (including timelines for submissions), and anticipated publication(s) and authorships.
- b. Neither the supervisor nor the Employee will deny reasonable requests. Neither party can unilaterally change the terms of the IDP without discussion with the other.
- c. The Employee shall be entitled to a co-mentorship panel. The employee will optionally choose up to 3 co-mentors, either internal or external, selected by the employee, that will be consulted on mutually agreed terms. Meetings with the panel of co-mentors will include the employee's IDP and co-mentors will agree on confidentiality and will refrain from disclosing any conversation to the employee's direct supervisor unless requested by the University or the Union, and only upon the employee's agreement, in case of conflict resolution.

Legend: Black - language in bullying letter; Red - new language; Dark red: University language taken from elsewhere

ARTICLE __ ABUSIVE OR INTIMIDATING BEHAVIOR AS PROHIBITED CONDUCT

Section 1: The University is committed to ensuring a workplace free from abusive or intimidating behavior. Accordingly, employees are encouraged to seek mentorship from additional Faculty members as described in Art 9 [Professional Development].

What we want to achieve

PROTECTIONS



Decrease our dependence on just one Faculty member >>

ARTICLE 19: PROFESSIONAL DEVELOPMENT,
Section 3.c.

**CHANGE THE
CLIMATE**

What we want to achieve

PROTECTIONS



Decrease our dependence on just one Faculty member >>

ARTICLE 19: PROFESSIONAL DEVELOPMENT, Section 3.c.

CHANGE THE CLIMATE



Detect research groups where several members are having issues >>

Anonymous survey for Postdocs/ARs to rate their experience at the University.

ARTICLE: ABUSIVE OR INTIMIDATING BEHAVIOR AS PROHIBITED CONDUCT, Section 8

ARTICLE _____ ABUSIVE OR INTIMIDATING BEHAVIOR AS PROHIBITED CONDUCT

Section 8: To ensure the University provides an environment for learning, research, living, and working that is free from discrimination and harassment and that does not tolerate abusive or intimidating behavior, six (6) months upon ratification of this agreement the University and the Union will create an anonymized questionnaire for employees to respond to a prefomatted questionnaire rating their experiences at the University. The Union will get access to the results to this questionnaire and will be involved in the discussion and implementation of any resulting measures.

What we want to achieve

PROTECTIONS



Decrease our dependence on just one Faculty member >>

ARTICLE 19: PROFESSIONAL DEVELOPMENT, Section 3.c.

CHANGE THE CLIMATE



Detect research groups where several members are having issues >>

ARTICLE: ABUSIVE OR INTIMIDATING BEHAVIOR AS PROHIBITED CONDUCT, Section 8

ENFORCEMENT

What we want to achieve

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CHANGE THE CLIMATE



ENFORCEMENT



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Section 1: The University is committed to ensuring a workplace free from abusive or intimidating behavior. Accordingly, employees are encouraged to seek mentorship from additional Faculty members as described in Art 9 [Professional Development].

Section 5: Complaint. In the event the Union believes that the interim measures provided are insufficient, it may appeal using the Grievance and Arbitration procedure in Article 9 of this agreement. ~~directly to the Provost or a University official designated by the Provost.~~

Section 7: University-wide policy. Once the University has approved a policy and procedures for addressing abusive or intimidating behavior not covered by existing EOAA policies and procedures, if an Employee is dissatisfied with the results of the established process, the Union may proceed to arbitration under Article 9 [Grievance and Arbitration].

Make protections grievable >>

Including a neutral third party arbitrator avoiding COI.

ARTICLE __ ABUSIVE OR INTIMIDATING BEHAVIOR AS PROHIBITED CONDUCT, Sections 5 and 7

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What comes next?

Share with us your **thoughts, ideas, suggestions!!** > Don't forget to fill in the **Feedback Form**: <https://forms.gle/2w5PesKW2GQuLK346>

Join the **Organizing Committee** and help the Bargaining Committee building a strong case to present to Columbia > let's start bargaining **strong!**

Help **collect signatures** for our Contract demands > we will present the first day of Bargaining.

SPREAD THE WORD! Be sure everyone you know is up to date with the Contract campaign. And put them in touch with us if they want to know more or get more involved.

THANK YOU

From your
Friendly
Neighborhood
Bargaining
Committee



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Join our Slack Channel! <https://bit.ly/CPWslack>