

CPW Town Hall on Benefits

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 benefits
- 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



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@CPWUAW



@Columbia Postdoc Union

How to engage during this Town Hall:

- Via the chat
- Respond to polls
- Breakout session
- Via this feedback form: <https://bit.ly/CPW-feedback>

Roles:

- **Enrica Calzoni** (she/her) - Dpt. Pediatrics: **Presenting**
- **PJ Brun** (he/him) - Dpt. Medicine, Preventive Medicine: **Note taker**
- **Cora Bergantinos-Crespo** (she/her) prev. Dpt. Genetics & Development: **Facilitator**

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 **common rules** for Bargaining.
- 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!**

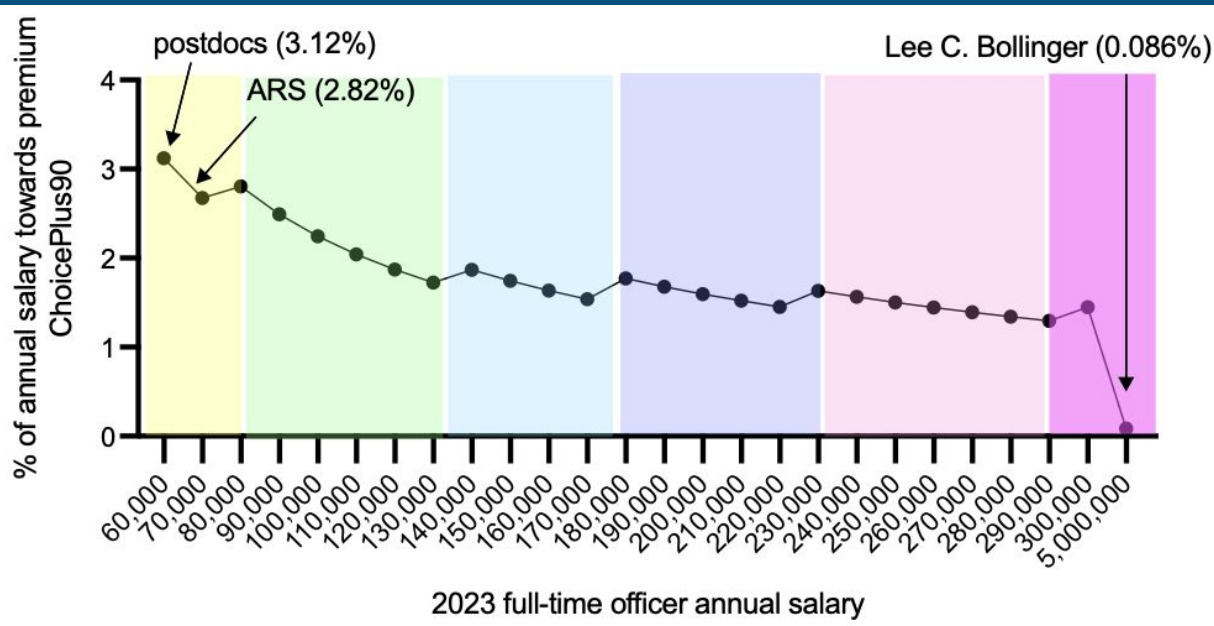
Why are we here today?

- To discuss our **first offer** we will present regarding Benefits.



Bargaining Session of Academic workers at UConn

CU Health Care Premiums Penalize Lower Earners



If you make **\$60k**, you pay **3.12%** annual salary towards premium.

If you make **\$120k**, you pay **1.6%** annual salary towards premium.

If you make **\$300k**, you pay **1.25%** annual salary towards premium.

President Bollinger (assuming \$5M income in 2023 > \$4.6 million on 2013 - NYT) - pays **0.086%** annual salary towards premium.

Postdocs at a minimum salary pay 36x times more than President Bollinger in premiums, while making 83x times less.

Source:

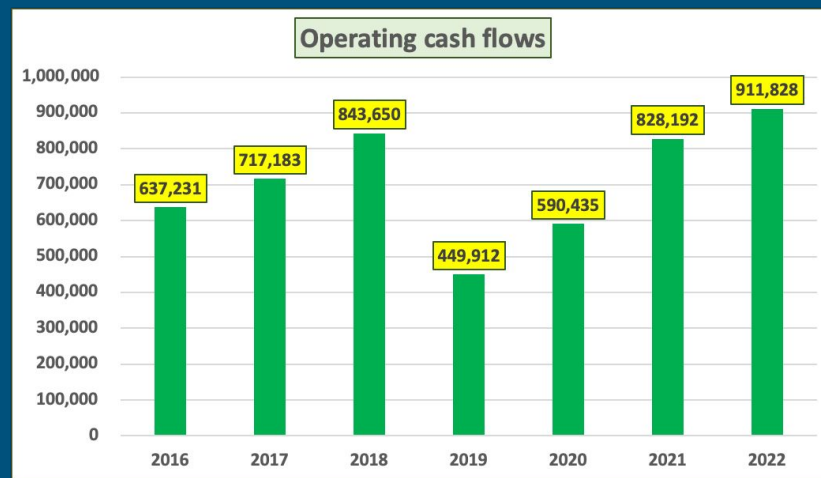
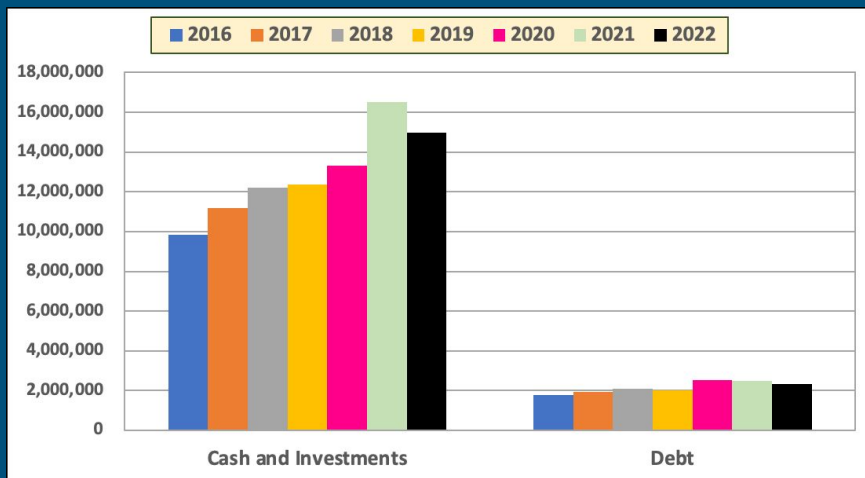
<https://humanresources.columbia.edu/sites/default/files/content/Benefits/OE/CU-2023OE-BB-Officers%20Rates.pdf>

* UHC ChoicePlus90 calculated for a single officer with no dependents

What happened during the pandemic?

CU decreased our Benefits, but continued making a good amount of money.

Loss of 8-months worth of retirement contributions in 2021 - roughly **\$1500 in lost contributions** (with compounded interest over 20 years - a lot of money at the time of retirement)



Source: audit ordered by CPW-UAW and AAUP-CU, performed by Howard Bunsis

SIGN OUR PETITION TO BE REFUNDED OUR RETIREMENT CONTRIBUTIONS
<https://actionnetwork.org/petitions/refund-of-lost-retirement-contributions>



POLL!

What we want to improve

ARTICLE 3 BENEFITS

Section 1: Employees shall be entitled to **the same access to** healthcare and other benefits as per the University policies for Officers of Research and as required by law **and independently of the source of funding**. The University reserves the right to modify benefits **after bargaining with the Union, and** provided that such benefits are substantially equivalent to those **currently provided**.

Section 2: The University shall pay the full premium for coverages in Section 1. Unless waived, such coverage shall begin on the first day of employment.

Section 3: The University shall establish a Health Insurance Support Fund. Employees may apply for money from the fund to help defray the cost of healthcare expenses. Distribution of any funds shall be made in accordance with procedures, policies and requirements established by the Union.

What comes next?

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.

Share with us your **thoughts, ideas, suggestions!!** > Don't forget to fill in the **Feedback Form:** <https://bit.ly/CPW-feedback>

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



Follow us on Social Media!



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@Columbia Postdoc Union


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


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**CPW-UAW**
A UNION FOR POSTDOCTORAL
RESEARCHERS AT COLUMBIA UNIVERSITY

**AAUP@CU**

 To: ALL OFFICERS @ Columbia
Re: LOST RETIREMENT CONTRIBUTIONS

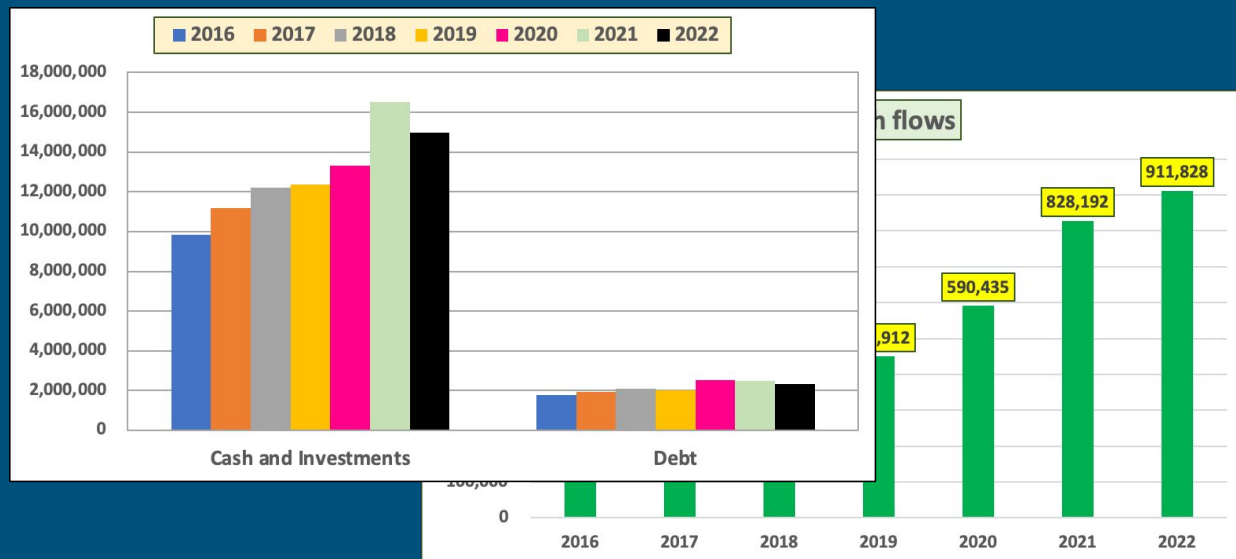
If you were an officer (**admin, research or instruction**) during FY2021, your retirement benefits were “moderated” for 8 months in anticipation of a financial cataclysm. Since this never happened and was replaced instead by unexpected economic growth, we are asking Columbia to **retroactively refund lost retirement contributions** to all officers of the university.



Click to read and sign our petition

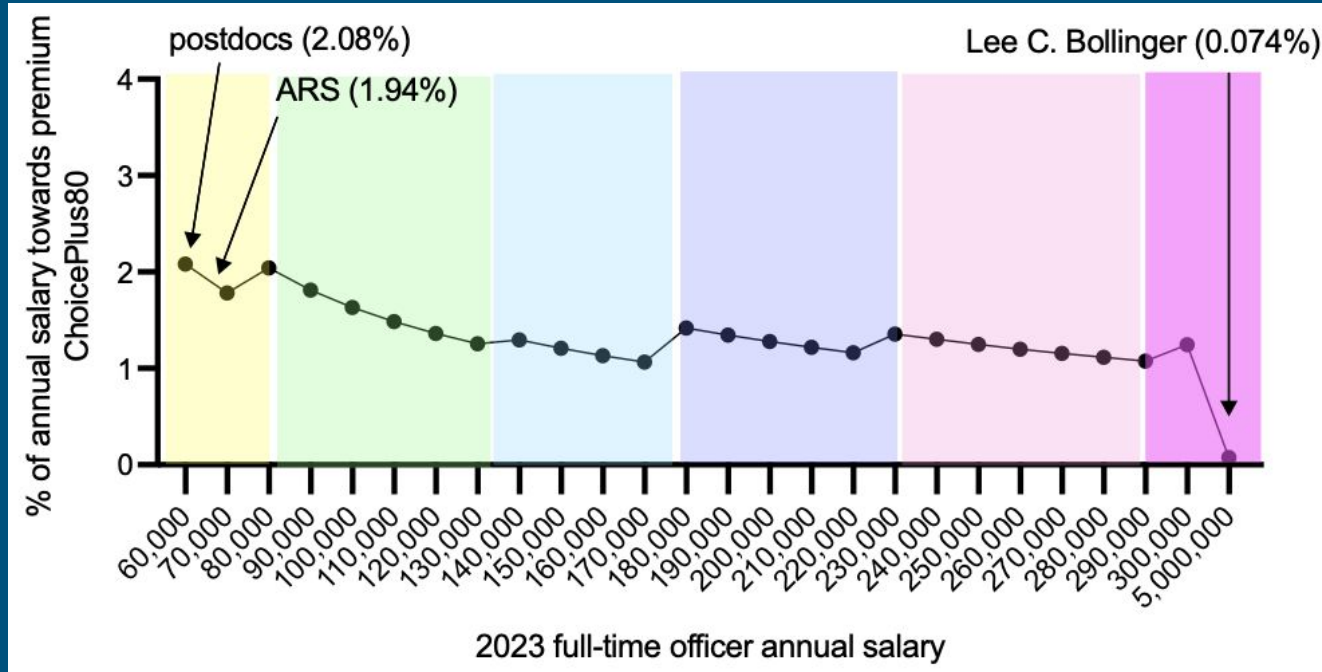
powered by
Columbia’s chapter of the **American Association of University Professors**
Columbia Postdoctoral Workers - UAW 4100

www.aapcu.org www.columbiapostdocunion.org



Source: audit ordered by CPW-UAW and AAUP-CU, performed by Howard Bunsis

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Source: <https://humanresources.columbia.edu/sites/default/files/content/Benefits/OE/CU-2023OE-BB-Officers%20Rates.pdf>

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