



Welcome to Membership Meeting April 13th 2023



How to engage

- **raise hand** and/or send 'stack/reply' on chat to join the list of speakers
- Use the **chat** for comments and questions.
- Respond to **polls** that we will be sharing.



[PollEv.com/cpwmembershipmeeting134](https://poll-ev.com/cpwmembershipmeeting134)

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@cpw_uaw



@cpw_uaw

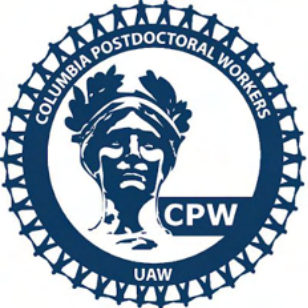


@CPWUAW



@Columbia Postdoc Union

Take a minute to follow our union's social media! Share, RT, like, ... and join our slack!



Welcome to Membership Meeting April 13th 2023



14 days until bargaining starts! Join April Membership Meeting on Thursday 13th

External

Inbox x



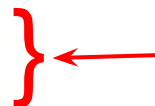
Columbia Postdoctoral Workers, UAW 4100 via Action... Apr 6, 2023, 5:37 PM (6 days ago) to me



CPW-UAW 4100

THE UNION FOR POSTDOCTORAL RESEARCHERS AT
COLUMBIA UNIVERSITY

Better Working Conditions For Better Research



Hello Elsy,

🌟 So many things happened in March!! 🌟

- Over 9 different Town Halls, we reviewed the improvements we want for our contract, from benefits to parent rights.

Did you miss it? [Check the power points here!](#)

- There's still time to give your support to our demands! Hundreds of Postdocs/ARSs colleagues from all over Columbia have already signed up! [Sign here](#)

🌟 So many things will happen in April!! 🌟

On Thursday, 13th: April Membership meeting.

The Executive Committee has finalized our contract's position that will be presented to



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@Columbia Postdoc Union



POLL - communication



Respond at pollev.com/cpwmembershipmeeting134

**What type of communication have you been receiving
from CPW?
(select up to 2 answers)**

emails from the central account

emails from other members

Text messages

all of the above

Tc



0

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POLL - Sign making



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Are you staying after this meeting to make signs for next week's rally?

Yes

No

Tc



0

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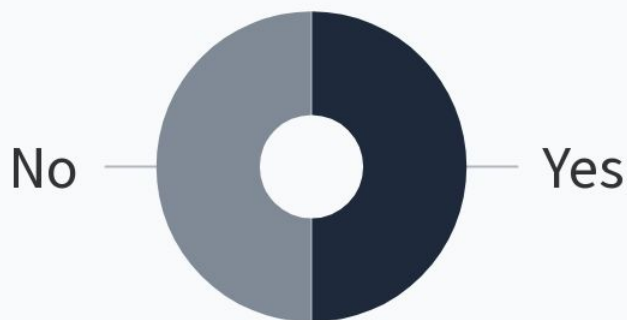
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Yes No



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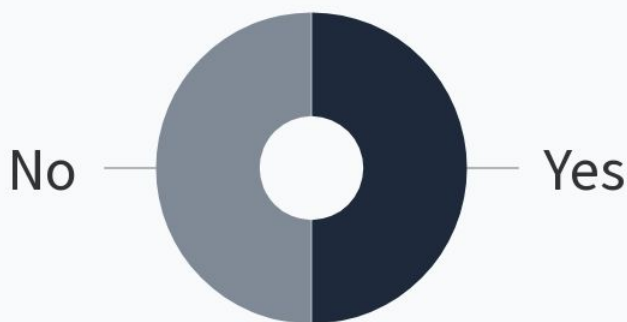
POLL - Sign making



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 Yes  No



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April 13th 2023

Membership Meeting



Agenda

1. Financial report
2. Initial bargaining demands
3. Organizing

Roles

Chair: Cora (she/her)

Minutes: Federico (he/him)

Moderators in Morningside and
+ in CUIMC for the room and for
zoom



PART 1

FINANCIAL REPORT

Pierre-Jacques Brun (aka PJ)

He/him



PART 2

INITIAL BARGAINING DEMANDS

Laureline Josset (aka LJ)

She/her



Goals for this meeting



We have all contributed towards proposing articles updates and changes for the 1st day of bargaining. It is time to finalize our initial contract demands!

Today we

1. recap what process we followed so far
2. review where we can find all the information
3. show you how you can provide some last feedback
4. vote on the process forward!

So that the Bargaining Committee (BC) is best equipped for the first day of bargaining!

Questions and comments? Please use the chat!



Process so far



Methods of consultation:

- Emails from central account and personal ones, text banking
- Orientation and organizing meetings
- Bargaining Committee campaigns and elections
- Social events
- Website, social media, slack
- Op Eds articles
- Grievances and appointment letters
- Conversations and ground organizing

- Aug-Jan: Survey on Priorities
- Jan: BC starts revising and drafting articles
- Sept-Mar: Working groups are formed, initiated, consulted, revived with Bargaining in mind (but not only)
- March: 9 Town halls are conducted
- Last thursday: whole package is sent to all members

NOTHING BEATS GROUND ORGANIZING!



What is it that you wish we—collectively—could have done differently?



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How we worked



Since the Town Halls:

- Feedback was collected during and after the town halls
- Integrated into the articles with further consultation of working groups where needed
- Bargaining Committee reviewed each articles for last edits

Bargaining Strategy: balance between 1) covering all of our needs, and 2) negotiations time constraints:

- Opening a limited number of high-priority articles
- Regrouping of issues under some articles to optimize coverage
- Selection process: by Bargaining Committee



Process so far



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- Organizing meetings
- Bargaining Committee campaigns and elections
- Orientation meetings
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- March: 9 Town halls are conducted
- Last thursday: whole package is sent to all members
- **Today: overview, strategy and means of feedback is shared**
- **Sunday at 12pm: end of feedback**
- **Thursday April 20: 1st day of bargaining!**



BARGAINING ARTICLES OVERVIEW

edits we made



Overview of the articles



- | | |
|--------------------------------------|--|
| 1. Recognition | 15. Leaves of Absence |
| 2. Appointments | 16. Management Rights |
| 3. Benefits | 17. No Strike / No Lockout |
| 4. Childcare | 18. Non-Discrimination |
| 5. Compensation | 19. Professional Development |
| 6. Copyright & Intellectual Property | 20. Research Integrity |
| 7. Discharge & Discipline | 21. Severability |
| 8. Employment Files | 22. Training & Orientation |
| 9. Grievance & Arbitration | 23. Travel |
| 10. Health & Safety | 24. Union Access, Rights, & Activities |
| 11. Holidays | 25. Union Dues |
| 12. International Employees | 26. Vacations |
| 13. Job Posting | 27. Workload |
| 14. Joint Union-Management Committee | 28. Workspace & Materials |
| | 29. Effective Date & Duration |



Overview of the articles with proposed changes



- | | |
|--------------------------------------|--|
| 1. Recognition | 15. Leaves of Absence |
| 2. Appointments | 16. Management Rights |
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LAST ROUND OF FEEDBACK

**WHERE YOU CAN FIND ALL OF THE
INFORMATION**



Where you can find all the information



Google documents:

- Overall package providing our motivations and the links to the relevant articles
- The articles themselves linked in the main document
- How the decisions were made on which articles to not open



PROVIDE FEEDBACK

until Sunday April 16 at 12pm

- Propose last changes to articles (typos, preferred words)
- Share your knowledge and experience, in particular:
 - what led to improvements/has backfired in other settings
 - what counter arguments we can expect at the table
 - what should not be dropped and why
 - how to organize around specific points (e.g., op eds, testimonials, ...)



POLL



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I confirm that I trust the bargaining committee to make the adequate decisions vis-à-vis the presentation of the initial demands after all comments from the membership have been received by the *deadline*

yes

no

To



0



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yes no



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 yes  no



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PART 3

ORGANIZING

Elsy El Khoury

They/them



ORGANIZING

Next steps



April 16	Last day to review initial bargaining demands	
April 20	9:00 am Bargaining kickoff rally 10 am Bargaining begins	
May 9	Bargaining	Caucusing Discussions Escalation?
May 11	Bargaining	
May 23	Bargaining	
May 25	Membership meeting	
June 1	Bargaining	
June 12	Bargaining	
June 14	Bargaining	
June 30	Current contract expires	

OC meetings every
Tuesday at 7pm

**We need to
reach everyone
quickly!**



<https://bit.ly/CPWslack>



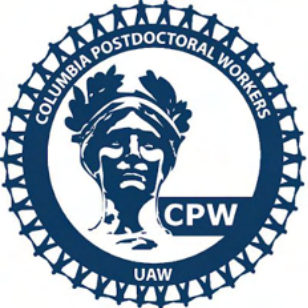
ORGANIZING

1st day of Bargaining: April 20



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ORGANIZING

1st day of Bargaining: April 20



Are you ready to rally on the first day of bargaining?

**APRIL
20TH**

WHEN: 9 AM

**WHERE: THE SQUARE
between 131st and 130th Street
near Studebaker Hall**

RSVP HERE AND GET A FREE SHIRT



Join your fellow postdocs
and ARSs to **KICKOFF**
**the FIRST DAY OF
BARGAINING**

for our next union contract!
There will be free shirts, coffee, and
snacks!

I won't be able to make it



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ORGANIZING

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Hybrid open bargaining

- more inclusive
- more accessible
- better caucusing
- fast communication

attendance is important

Caucusing
Discussions
Escalation?

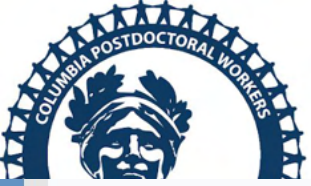


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ORGANIZING



POLL Hybrid bargaining

How much should we insist on hybrid open-bargaining?

blue = "not at all" to red = "very much"



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ORGANIZING

Next steps



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Caucusing
Discussions

Escalation

when?
how?



ORGANIZING

Next steps





ORGANIZING

Collective actions



**Give us your feedback and
sign up for collective actions!**



End of Meeting

Join the sign making!