



CPW-UAW 4100

THE UNION FOR POSTDOCTORAL RESEARCHERS AT
COLUMBIA UNIVERSITY

Better Working Conditions For Better Research

In the past years, following the COVID-19 pandemic, we have seen growing numbers of workplace and contract struggles across sectors: from railroad, Amazon, and Starbucks workers to nurses in New York City, as well as postdoctoral researchers at the University of California, Mount Sinai, MIT, the NIH, and others.

Similarly, we, the postdoctoral and Associate researchers at Columbia University, who in 2018 won the first postdoctoral union in a private university and the first in NYC, strive to continue improving working conditions for postdocs and Associate Research Scholars/Scientists (ARSs) at Columbia and across the US.

We present the following contract demands based on bargaining surveys completed by a majority of over 1600 Postdoctoral and ARSs at Columbia. Our demands are a reflection of our particular requirements and a long-term perspective for our research community. They stem from the recognition of the importance of our work in various domains, such as, but not limited to, seeking therapies for cancer and other diseases, engineering new technologies, and deepening our understanding of the society, environment, and universe. These demands are vital to maintain the university's research mission, as well as to entice researchers, students, and professionals from all over the globe.

These goals and their realization, aimed at attracting, supporting, and retaining the most brilliant, diverse, and gifted researchers, given the postdoctoral shortage in Academia [[Ref1](#), [Ref2](#)], promote Columbia University's mission to produce top-class research and excel as a world-renowned institution for study and innovation.

In addition, along with Academic workers in UAW, we strive to advocate for increased funding towards research grants with all funding agencies relevant to Columbia's postdoctoral workers as we have done with the NIH, and we expect that Columbia University, with its significant financial resources, will support our PIs and research similarly to what other leading institutions in the country, e.g. [Princeton](#), [MIT](#), [Harvard](#), [HHMI](#), and [St. Jude's](#) have already done.

Fair wages with a Yearly Cost-Of-Living Adjustment

Our contract campaign in 2020 brought our entry salaries from the second lowest in NYC to the highest, spreading a wave across the sector with now minimum salaries ranging between \$65,000 to \$75,000.

While our salaries vary according to experience, value of our field, and research group, no postdoc or ARS should be left struggling to pay the bills in one of the most expensive cities in the country. After 3 years with the highest inflation levels seen in four decades, we need minimum salaries that reflect the high inflation of the last few years and annual mandatory raises tied to the cost of living, to allow us to focus on performing the best research instead of worrying about how to afford to survive the following month.

>> [Article 5: COMPENSATION](#)

Support for International Researchers

A majority of us come from outside the US on Visas, bringing a diversity of experiences and backgrounds. While our previous contract established strong protections for researchers holding visas, Columbia should do better to support us with a more efficient and transparent process including length of stay, improved appointment processing, access to information on visa options, and enhanced support for visa and Green Card processing.

Similar to what our colleagues at Harvard, unionized under HGSU-UAW Local 5118, have won in their contract, we need help defraying the costs associated with immigration and maintenance of legal working status within the United States.

[>> Article 12: INTERNATIONAL EMPLOYEES](#)

Equality for Postdoctoral Fellows

While our previous contract made incredible steps equalizing the salary and access to some benefits for postdoctoral fellows, we are still penalized by being classified as independent contractors despite having won an award and bringing money and prestige to Columbia University. This results in fellows paying much higher taxes than other University employees. This also causes loss of access to several benefits, such as retirement and tuition benefits, despite fellows performing the same tasks as any other member of the unit.

In other institutions, like Mt. Sinai and NYU, our peers are not penalized for accepting a fellowship that benefits our careers and research groups. Columbia can and must do better. We strive to remove the inequalities for postdocs in fellowships such that for an equal job we actually receive equal pay and benefits.

[>> Article 1: RECOGNITION](#)

[>> Article 2: APPOINTMENTS](#)

Support for Affordable Housing

We live in one of the most expensive cities in the country where rents have gone up year after year. Many of us are immigrants without credit history or guarantors in the country, leaving us with even fewer options to find a place to live. Despite Columbia being one of the bigger landlords in the city, it does not provide affordable housing for postdocs/ARs.

We strive for more affordable access to housing for all postdocs/ARs, and improved resources, including housing stipends for those seeking accommodations outside of Columbia housing. Some departments already provide these accommodations.

[>> Article 3, Section 3: BENEFITS](#)

[>> New Article: COLUMBIA HOUSING](#)

A Family-friendly Workplace and Affordable Childcare

On our first contract, we won for the first time fully paid parental leave for researchers. However, being a postdoc/ARS parent still creates serious difficulties in balancing our demanding work schedules in a city where childcare is at least \$2,000 per month for children under 4 years of age.

We strive to significantly increase the financial support for childcare on and off campus, after-school programs, tuition benefits, summer schools, and affordable insurance coverage for dependents.

>> [Article 4: CHILDCARE](#)

Healthcare and Benefits

Healthcare and Benefits need to be included in our contract, so that Columbia can not change our benefits without negotiations as they did in 2021. We strive for improvements to the affordability of our healthcare, and demand that the University pay our premiums and create a Healthcare Support Fund for those who experience financial difficulties due to healthcare costs.

>> [Article 3: BENEFITS](#)

Protections of Authorship and Intellectual Property and Against Power-based Harassment

Thanks to our first contract Columbia came to recognize that bullying and power-based harassment was a serious issue in the University and in Academia as a whole.

We understand that fair and strong protections for the recognition of our authorship and intellectual property, and measures against toxic workplace environments are a necessary prerequisite for honest and high-quality research (as extensively reported in several publications including Nature and Science).

We strive to win protections in our contract to resolve disputes on authorship and intellectual property in a clear and transparent manner, along with protections against abusive workplace environments that do not force us to change fields or leave academia altogether. These should include exit interviews of postdocs/ARSs and the option of having extra faculty mentorship for career advice and issues related to work environment.

>> [Article 6: COPYRIGHT AND INTELLECTUAL PROPERTY](#)

>> [Article 19: PROFESSIONAL DEVELOPMENT](#)

>> [New Article: ABUSIVE OR INTIMIDATING BEHAVIOR AS PROHIBITED CONDUCT](#)

Inclusion and Transparency to Build a Strong Union

Generations of postdocs and ARSs have fought hard to unionize in 2018 and since then we continue building a strong and diverse community of researchers at Columbia. The high turnover of our positions with a majority of us being internationals, and the isolation of our workplaces—distributed on four different campuses—make it hard for postdocs/ARSs to connect and support each other. We strive to win protections to maintain a robust union, implementing mechanisms that ensure- that new hires receive proper orientation to their union rights. Columbia University should facilitate meetings among

new employees and their peer postdocs/ARs colleagues in CPW-UAW Local 4100 at the time of appointment. In addition, we are requiring the university to provide us demographic information of postdocs/ARs at Columbia to ensure we can design measures to make everyone feel welcome, appreciated and assisted in progressing their career.

>> [Article 7: DISCHARGE AND DISCIPLINE](#)

>> [Article 13: JOB POSTING](#)

>> [Article 24: UNION ACCESS, RIGHTS AND ACTIVITIES](#)

>> [Article 25: UNION DUES](#)

>> [Article 28: WORKSPACE AND MATERIALS](#)

Articles with Proposed Changes to Negotiate with Columbia

- [ARTICLE 1: RECOGNITION](#)
- [ARTICLE 2: APPOINTMENTS](#)
- [ARTICLE 3: BENEFITS](#)
- [ARTICLE 4: CHILDCARE](#)
- [ARTICLE 5: COMPENSATION](#)
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- [ARTICLE : COLUMBIA HOUSING](#)

ARTICLE 1 RECOGNITION

Columbia University (hereinafter referred to as “the University”) recognizes the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (“UAW”), and its Local Union, Columbia Postdoctoral Workers-UAW Local 4100 (hereinafter referred to, collectively, as “the Union”), as the exclusive bargaining representative for Employees in the bargaining unit certified by the National Labor Relations Board in Case 02-RC-225405.

The bargaining unit shall accordingly be defined as follows:

Included: Individuals **who have received a doctorate or its professional equivalent who provide services to the university**, appointed to the following titles, **as defined in Art. 2 ~~the current Faculty Handbook~~**, at all of the University’s facilities: Postdoctoral Research Scientists, Postdoctoral Research Scholars, Postdoctoral Research Fellows, Associate Research Scientists, and Associate Research Scholars, (hereinafter referred to, collectively, as “Employees”).

Excluded: All other employees, including Postdoctoral Clinical Fellows and Postdoctoral Residency Fellows, faculty, guards and supervisors as defined in the National Labor Relations Act.

The parties acknowledge that the University appoints individuals to the Postdoctoral Research Fellow title who receive all of their stipend or salary directly from an external agency. The parties agree to **recognize these employees in full and with the same benefit package given to all other employees covered by this contract (as stated in article 2)**.

>> [Information requested from Columbia on RFI 1.b](#)

ARTICLE 2 APPOINTMENTS

Section 1: It is within the University's sole discretion to appoint, reappoint or not reappoint Postdoctoral Scientists/Scholars, Postdoctoral Research Fellows, and Associate Research Scientists/Scholars ~~and to determine the duration of such appointments.~~

Section 2: Appointments and reappointments are for one (1) year, ~~unless the University determines that circumstances require otherwise.~~ Under the following circumstances shorter appointment may be allowed:

- 1) Less than one year of programmatic work.
- 2) Exhausted eligibility as a Postdoctoral Research Scientist/Scholar/Fellow as referenced in section 3 (max 5 years of Postdoctoral appointment).
- 3) Work authorization limitations.
- 4) A short-term appointment that bridges the employee to another anticipated employment offer, (Postdoctoral Fellow appointment, fellowship, or training grant).
- 5) Postponement of all or part of an appointment offer for professionally-related reasons (e.g. teaching opportunity).

Section 3: The appointed positions covered by this Agreement are:

Associate Research Scientists/Scholars, are junior officers whose qualifications and contributions to their fields of research are equivalent to those of an assistant professor ~~as defined in the current Faculty Handbook~~, and may be appointed for a term up to twelve (12) months, which is renewable. A longer period of appointment may be offered by the University. If an associate research scientist/scholar is not to be renewed, the University will provide notice of non-renewal three (53) months prior to the end of the appointment term, where possible.

Postdoctoral Research Scientists/Scholars, are researchers who have received a doctorate or its professional equivalent ~~as defined in the current Faculty Handbook~~, may be appointed for a term up to twelve (12) months, which is renewable for up to a total period of service in any postdoctoral rank of three years. Further extensions of an appointment in this rank require the prior permission of the Provost. Extensions may be granted on an annual basis up to a maximum of two (2) additional years in any postdoctoral rank. The total duration of an individual's postdoctoral service may not exceed five years, including postdoctoral service at other institutions. If a postdoctoral research scientist/scholar is not to be renewed, the University will provide notice of non-renewal three (53) months prior to the end of the appointment term, where possible.

Postdoctoral Research Fellows, are researchers who have received awards to continue their training at the University or are individuals of greater experience who have won awards permitting them to retrain themselves in a new discipline or specialty ~~as defined in the current Faculty Handbook~~ and may be appointed for a term of up to twelve (12) months, which is renewable for up to a total period of service in any postdoctoral rank of three (3) years. Further extensions of an appointment in this rank require the prior permission of the Provost. Extensions may be granted on an annual basis up to a

maximum of two (2) additional years in any postdoctoral rank. Under this contract, Postdoctoral Research Fellows are not considered independent contractors, and unless the granting agency specifically forbids it, these employees will be paid a salary and receive a W-2 tax form. ~~In contrast to postdoctoral research scientists and scholars, who are paid a salary, these officers usually receive fellowship stipends.~~

Section 4: The University will provide Employees with a letter of appointment. The University shall make reasonable efforts to provide an initial letter of appointment at least sixty (60) days in advance of the start date. All letters of appointment or reappointment shall be provided no later than **thirty (30) days before** the start date of the appointment **or reappointment**.

Section 5: An appointment **and reappointment** letter shall include:

- 1) appointment title,
- 2) beginning and end dates of the appointment, and a statement that the position is renewable (if applicable)
- 3) salary and/or stipend **(including information about the funding agency that provides the compensation and length of funding),**
- 4) name of the anticipated supervisor,
- 5) department or academic/research unit,
- 6) contact information for departmental administrator,
- 7) anticipated work location **(e.g., campus, building, floor),**
- 8) brief summary of anticipated responsibilities,
- 9) notice that the appointment is covered by this agreement, with a URL for the **union website agreement,**
- 10) clear language agreed with the union including a direct link to reach out to the union for one-on-one informational meeting, a statement on upcoming union orientation, and that it is a condition of employment to either contribute membership dues or pay a “fair share fee” as stated on Art. 25 [Union dues] of this agreement,
- 11) URL for benefit information **(including, postdoc handbook, insurance, pre-tax and other additional benefits, housing benefits and how to enroll)**
- 12) a summary of resources provided by the Office of Postdoctoral Affairs (OPA) with an invitation to their orientation,
- 13) a summary of professional development services including the right to an Individual Development Plan (IDP),
- 14) any applicable support for travel,
- 15) anticipated training requirements,
- 16) Columbia non-discrimination policy,
- 17) a statement that Columbia University maintains individual personnel files and that the employee may access their file in accordance with the provisions of Article 8 - Employment Files,
- 18) a list of the visa/work authorization categories available to the employee and their dependents (when applicable), with links to the U.S. Citizenship and Immigration Services (USCIS) website containing visa eligibility requirements, application procedures, and fees, as well as links to the International Student and Scholar Office (ISSO), along with any information about services offered by these offices,

19) a statement regarding tax exemption eligibility and links to tax-related resources at the institution, (including how to file taxes if on a membership and the exact amount that will be taxed)

20) other information agreed upon by the parties.

Section 6: The University will ensure that all administrative paperwork for appointments and reappointments is completed on time such that employees do not experience delayed paychecks or benefit coverage. In the event that the university fails to meet these expectations for more than fifteen (15) days, the employee will receive from the University an additional 10% of the amount due per each day of delay, and full coverage for medical or financial costs that may occur during this period.

Section 7: Columbia University shall guarantee the position and terms of the offer to any employee covered by this agreement, including the level of compensation, benefits, and other terms and conditions of employment, for the duration of the term specified in the offer.

>> **Information requested from Columbia on RFI 10**

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**. **In the case of any modifications to the benefits by the University, the University shall notify the Union at least 30 days prior to the changes taking effect.**

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.

Section 4: The University shall provide a newly-appointed employee with full reimbursement of costs of relocation for work purposes.

Section 5: **Columbia Housing:** During each month, rent for University housing shall not be due prior to the employee's corresponding paycheck.

Section 6: **Housing supplement:** The University will pay an annual housing supplement of \$10,000 to each employee.

Section 7: **MTA/Transportation reimbursement:** The University will provide financial coverage for a monthly unlimited MTA pass to each employee or the equivalent amount for any commuting related expense.

>> **Information requested from Columbia on RFI [1.a](#); [2.b.c.p](#); [8](#); [9](#)**

ARTICLE 4 CHILDCARE

Section 1. The University will provide a \$10,000 child care subsidy to employees covered by this agreement. Employees may receive one child care subsidy per year for each child who is under the age of fourteen (14). If both parents are employees covered by this agreement, they both may apply individually for the child care subsidy.

Section 2. The University shall maintain at least equivalent access to current University sponsored backup childcare programs and other university-run childcare centers as for other officers of research. One year after the ratification of this agreement the University strives to set up at least one on-site child-care center on each of the four main campuses (CUIMC, Morningside, Manhattanville and Lamont).

Section 3. The University shall maintain an adoption assistance program, whereby employees shall be entitled to reimbursement for up to \$5,500 in expenses they incur for each child they adopt.

>> Information requested from Columbia on RFI [1.a](#) ; [2.k](#) ; [5](#) ; [6](#)

ARTICLE 5 COMPENSATION

Section 1: The University retains the sole discretion in determining the appropriate compensation for Employees, ~~except as specified in other portions of this article.~~

Section 2: Nothing shall preclude the University from providing compensation at rates above those required in this Article. Such rates may be provided on appointment, reappointment, anniversary date, and/or as a merit increase.

~~Section 3: Effective July 1, 2021, if an Employee's salary or stipend is at or above the minimum level set forth below, upon reappointment or anniversary date, the Employee will receive a salary rate increase of no less than two and one-half percent (2.5%).~~

~~Section 4: Effective July 1, 2022, if an Employee's salary or stipend is at or above the minimum level set forth below, upon reappointment or anniversary date, the Employee will receive a salary rate increase of no less than two and one-half percent (2.5%).~~

Section 3: Cost of Living Adjustment (COLA)

a) This contract includes a COLA for its effective duration, which would be paid as a yearly lump sum upon reappointment or anniversary date, equal to a percentage of the Employee's base annual salary.

b) The COLA will be based on the changes in the annual Consumer Price Index for All Urban Consumers in the New York and New Jersey Metropolitan Area (CPI-U). This index measures the average change in prices paid for goods and services and is published by the U.S. Bureau of Labor Statistics, available at: <https://data.bls.gov/PDQWeb/cu>

c) In order for this provision to take effect, the calendar year CPI-U, as a percentage increase, must exceed the value of the annual salary increase in the same year as stated in Section 10 of this article. The percentage paid as a lump sum will be the difference between the CPI-U percentage increase less the general wage increase applicable in the same calendar year.

Example 1: The average percentage increase of CPI-U New York-Newark-Jersey City for January-December 2023 is calculated to be 4.2%. This will result in a 0.7 % COLA lump sum being paid (4.2% CPI-U minus 3.5% experience-based increase equals 0.7 % difference).

Example 2: The average percentage increase of CPI-U New York-Newark-Jersey City for January-December 2024 is calculated to be 2.3%. This will result in no COLA lump sum being paid, as the experience-based increase exceeds the CPI-U.

d) The Employee's base annual salary at the end of the prior calendar year will be used as the basis for calculating these lump sum payments.

Section 4: The provisions of this Article shall not apply to any Employee appointed on a grant that restricts that employee's remuneration to only the pay received from the grant.

Section 5: When the requirements of the sponsoring agency exceed the terms of this Article, the requirements of the sponsoring agency shall control all salary/stipend adjustments.

Section 6: If the University provides a supplement to a Fellow such that the Fellow's total salary exceeds the minimums below, continuance or discontinuance of the supplement is at the sole discretion of the University, unless the supplement is necessary to meet the salary requirements of this article.

Section 7: If a Postdoctoral Research Scientist/Scholar with the prior approval of their Department Chair, Director, and/or Dean, seeks and is awarded an extramural grant resulting in a change of title to Postdoctoral Research Fellow, the University shall provide a supplement such that the total compensation paid to the Fellow is at least equal to the Fellow's compensation rate prior to the award.

Section 8: Compensation shall not be reduced ~~solely~~ as a result of this Agreement.

Section 9: At the time of the initial appointment, employees, namely, Postdoctoral Research Scientists, Postdoctoral Research Scholars, Postdoctoral Research Fellows, Associate Research Scientists, and Associate Research Scholars, shall be appointed to at least the minimum experience level for their number of months of experience.

Level	Experience
0	0-11 months
1	12-23 months
2	24-35 months
3	36-47 months
4	48-59 months
5	60-71 months

Section 10: Salary Scale:

- a) The minimum annual compensation for the below levels effective July 1, 2023, shall be as follows:

Level	Minimum Salary
0	\$90,000
1	\$92,700
2	\$95,481
3	\$98,345
4	\$101,296
5	\$104,335

- b) Effective July 1, 2023, employees (as stated in Art. 1, and sec. 9 of this article) shall have their salaries/stipends increased to the higher of:
 - i) the new salary scale at the same experience level they are currently on; or
 - ii) the minimum salary for their current experience level at the time of the transitions in accordance with b. above.

- c) Employees with more than 71 months of experience shall receive, in addition to the minimum indicated in a., a 3.5 % increase by every year of additional experience.

~~Section 10: The University shall create a ratification lump sum fund equivalent to two (2%) percent of FY20 payroll for all Employees on payroll as of the date of this Agreement. The fund will be distributed proportionally as directed by the Union among Employees who are at or above the new (July 1, 2020) minimums, or who are less than three and one-half percent (3.5%) below the new minimums. The lump sum percent rate for Employees who are less than three and one-half percent (3.5%) below the new minimums will be half the percent rate of Employees at or above the new minimums. The plan of distribution shall be presented in advance to the University and shall be fair, equitable and non-discriminatory. In no event shall the amount paid by the University exceed two (2%) percent of FY20 payroll for Employees. The lump sum will be paid within sixty (60) days following ratification of this Agreement.~~

>> **Information requested from Columbia on RFI [2.a](#)**

ARTICLE 6 COPYRIGHT AND INTELLECTUAL PROPERTY

Section 1: The University will follow the Statement of Policy on Proprietary Rights in the Intellectual Products of Faculty Activity ([Link](#)). Accordingly, employees are governed by, subject to, and have rights, as indicated in the Statement of Policy on Proprietary Rights in the Intellectual Products of Faculty Activity. ~~as may be amended from time to time. Complaints regarding intellectual property shall be processed solely in accordance with University policies and related procedures, which may be amended from time to time by the University.~~ Any changes in the University IP policy while this contract is being negotiated or after the ratification date, that impact employees covered by this CBA, must be negotiated with the Union.

Section 2. In accordance with University policy, an employee may act as the principal investigator ~~in charge for getting external funding proposals and applications, provided that they have received prior approval from their responsible faculty member, departmental dean, and University Sponsored Projects.~~

Section 3. Innovation and Academic Freedom.

Only if the inventions are developed under *hired-to-invent* doctrine the University shall be considered the owner of the invention. An invention shall be reportable to the University but property only of the inventor(s) if 1) it is conceived or developed by an employee in the course of an outside professional activity, without the use of research university resources. 2) or by an employee making an incidental and not significant use of University resources related to the invention, but outside of the individual's academic duties to the university, in which case shop rights doctrine will be followed.

If the University decides not to file a patent application for an invention, or abandons a patent application before it is granted, or abandons an issued patent, and the inventor(s) request the release of the idea, the University shall agree to the release and transfer all interest in the idea to the inventor(s) in a manner agreed upon by all inventors.

Section 4. Ensuring Transparency in the Patenting Process.

The University recognizes in its IP policy that employees must take the moral responsibility for the development and commercial exploitation of their intellectual activities and that the inventor has a special interest in preventing the exploitation that may adversely affect public health or safety.

In consequence, the University will adhere to the highest standards of openness and transparency throughout the patent commercialization process, from the submission of the invention report to the finalization of licensing agreements. This includes, but is not limited to, the following aspects:

- A. All research/project authors will be informed of an invention report submission to Columbia Technology Ventures (CTV), regardless of inventorship status, and included in the invention report.

- B. CTV's patenting and licensing guidelines will be available online, with prompt notification to the Union of any policy changes.
- C. CTV shall provide information regarding ongoing or existing IP licensing agreements with an entity, as requested by the inventor(s) under a non-disclosure agreement, if necessary.
- D. To preserve the accuracy of the IP inventorship during the patenting procedure, both Columbia and the Union, shall agree in an external law firm to provide external evaluation and endorsement.
- E. The employee, in conjunction with the PI and rest of the inventors, will decide the licensing and distribution approach for any IP, software, or datasets arising from their research at the University, including the utilization of free and open licenses.
- F. CTV shall notify all inventors listed in a patent prior to initiating negotiations for licensing an IP, to ensure that no inventor has any objections towards the potential licensor.
- G. Collaboration with the inventors(s) is necessary for any commercialization decisions regarding the invention. Licensing and commercialization opportunities will be communicated between the inventors(s) and the University. CTV must obtain approval from all inventors listed in the patent before granting a license to any company.
- H. As an inventor, the employee shall have the right to report their invention directly to CTV without the previous approval from the PI, and without fear of retaliation from the department, or PI, regardless of their status as a source of funding.

Section 5: Protecting inventor(s)'s rights.

The University shall acknowledge the employee's rights, as the originators of an invention, when patenting through CTV. This includes, but is not limited to, the following aspects:

- A. Upon net income from the conception exceeding \$125,000, the inventor's share shall be 50% of the first \$125,000 and 35% of the excess.
- B. Intellectual property created, made, or originated by an employee shall have the same rights as faculty as stated in the Statement of Policy on Proprietary Rights in the Intellectual Products of Faculty Activity.
- C. When there is more than one inventor, the inventor's shares shall be divided as agreed upon by them. In the absence of agreement, the funds shall be held in escrow until an agreement is reached. If no agreement is reached after 12 months, the funds and shares shall be donated to an external, University unrelated, non-profit educational and research activities fund, previously agreed between the University and the Union.
- D. In the event of a failure by Columbia University or any affiliated party to comply with the mandates in this contract, inventor(s) shall receive an economic compensation that will be agreed by the Union and the University, but that under no circumstance will be less than 20% of the CTV share of the license of the patent at stake, or \$10,000, whichever amount is greater.
- E. These provisions will also afford protection to the employee beyond their employment at the University.

Section 6. Appeals.

In case of disagreement with any decision made by the University regarding the matters outlined in this article, the Employee has the right to seek resolution through the Grievance and Arbitration process described in Article 9. The University shall not engage in any form of retaliation against an Employee who engages in a good faith effort to assert rights or otherwise participates under the University's Copyright and Intellectual Property policies. This includes any action taken against a person for making a good faith report of prohibited conduct or participating in any proceeding under the Policy on misconduct in research. Such negative actions include any behavior that might intimidate, harass, coerce, threaten or otherwise discourage a reasonable person from engaging in any activity protected under the policy on misconduct in research.

>> **Information requested from Columbia on RFI 2.s,t**

ARTICLE 7
DISCHARGE AND DISCIPLINE

Section 1: The University shall have the right to discipline and discharge any Employee for just cause: ~~with advance warning and reasonably related to the safety and efficiency of the university; enough, fair and objective investigation, without discrimination and based on substantial evidence; with a level of discipline related to the seriousness of the offense and the employee's record.~~

Section 2: The University will notify the Union and the Employee in writing within ~~three (3) days forty-eight (48) hours~~ of any suspension or discharge with the reasons for the discipline and clearly stating how it rises to the level of just cause. ~~The union should be provided with all the materials regarding the investigation that led to the disciplinary action before the University is able to take any action.~~ If the Union desires to contest the discharge or suspension, it shall give written notice thereof to the University within ten (10) working days from the date of receipt of notice of discharge or suspension ~~and no disciplinary action will be taken until the end of this 10 days or the union explicitly in writing express the intention to not contest the action.~~ In such an event, the dispute shall be submitted and determined under the grievance and arbitration procedure set forth in Article 9 [Grievance and Arbitration]; however, commencing at Step 3 (final pre-arbitration step) of the grievance procedure.

Section 3: Copies of all written warnings are to be sent to the Employee and the Union with a copy to the Steward. ~~When requested the university should promptly provide copies of any written yearly evaluations as stated in Article 19 [Professional Development].~~

Section 4: In cases of discharge where an international employee's current visa status may be affected, the Union and the University will use best efforts to expedite the grievance and arbitration process.

>> [Information requested from Columbia on RFI 13](#)

ARTICLE 12 INTERNATIONAL EMPLOYEES

Section 1: As a leader in higher education, Columbia University is committed to attracting the best minds from around the world to support its mission of distinguished research and academics. Columbia's International Students and Scholars' Office (ISSO) provides support and advice on visa issues as they relate to the employment relationship with the University. The University does not provide legal advice to Employees, but ISSO can help refer Employees to attorneys if the Employee is in need of immigration advice unrelated to the employment relationship with the University.

Section 2: In cases where an Employee is unable to return to the United States as a result of the Employee's immigration status, and for reasons outside of the Employee's reasonable control (e.g., administrative processing), the University shall make reasonable efforts to arrange for the Employee to continue to perform their duties remotely while outside the U.S., subject to legal restrictions. ~~Any determination made under this section is not grievable.~~

Section 3: If the University is not able to lawfully employ or continue to employ an Employee as a result of the Employee's immigration status, the University shall hold the position open for sixty (60) days in order for the employee to obtain work authorization or immigration status that permits them to work as an Employee. If lawful status is obtained thereafter, reemployment shall depend on several factors, including, but not limited to, availability of lab space and research funding. ~~Any determination made under this section is not grievable.~~

Section 4: Employees shall have the right to reasonable time off without loss of pay in order to attend visa and immigration proceedings for themselves or their spouse or children. Employees shall make such requests with as much advance notice possible and, if requested, provide supporting documentation to the University. Requests shall not be unreasonably denied.

~~Section 5: The University shall provide the longest duration of an employee's Visa to avoid unnecessary expenses on travel and fees. The university should make reasonable efforts to economically cover all the costs to ensure the good standing of the employee with regard to their admissibility and permission to perform duties in the United States.~~

Section 56: If an Employee who possesses the requisite visa documentation and work authorization to lawfully enter the United State is barred entry through no fault of their own, the University and the Union will use best efforts to assist the Employee ~~where possible.~~

Section 67: The University will timely complete work authorization documentation for which the University is responsible ~~and give regular reports about the processing,~~ so that Employees do not experience delayed start dates, paychecks or benefit coverage.

~~Section 8: The University will make best efforts to allow employees to benefit from International Tax Treaties as soon as legally possible unless the employee waives the treaty. Employee requests to apply Tax Treaties through Columbia's payroll will not be unreasonably denied.~~

~~Section 9: International Employees Assistance Fund. Effective upon ratification, the University shall establish an International Employee Assistance Fund in the amount of \$150,000~~

for each fiscal year of this Agreement. Bargaining Unit members who are resident or non-resident aliens for tax purposes may apply for reimbursement of immigration and legal expenses if the legal matter involves an immigration issue that directly affects the Employee's ability to work at the University. Distribution of any funds shall be made in accordance with procedures, policies and requirements established by the Union, subject to approval by the University.

>> **Information requested from Columbia on RFI 1.h ; 2.l ; 11**

**ARTICLE 13
JOB POSTING**

Section 1: In accordance with University policy, the University will continue to utilize an applicant tracking system for posting **all** employee positions **covered by this agreement;** ~~consistent with current practice.~~

Section 2: Pursuant to increasing the diversity of the postdoctoral and Associate researcher population the University will track applications submitted and final hiring for each open position. Once per year, an equal number of University and Union representatives will review the data and discuss measures to increase inclusivity and more diverse hiring practices.

>> **Information requested from Columbia on RFI 1.f,g,h,i ; 2.n**

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.

Section 2: In terms of publication and authorship, the University and/or its representatives, the Faculty member, shall guarantee the Employee the right to credit for any of their contributions in their laboratories/research groups. Following the recommendations of the [Committee on Science, Engineering, and Public Policy](#) (COSEPUP): “The appointee is expected to publish (and receive credit for) the results of research or other activities performed during the period of the appointment”.

Section 3: Individual Development Plan

~~Employees are encouraged to develop an Individual Development Plan (IDP). If the Employee chooses to submit the IDP to their supervisor for discussion, the supervisor(s) will review the IDP, share their knowledge about available development opportunities with the Employee, and provide advice about possible revisions to the IDP as needed. The Employee and the supervisor(s) may engage in ongoing discussions regarding the IDP.~~

Employees can exercise the right to develop an Individual Development Plan (IDP) with 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.
- d. The IDP will be discussed and agreed upon by the Employee and supervisor(s), and all parties involved should be responsible for its fulfillment.

- e. If the supervisor(s) cannot fulfill their responsibilities towards the IDP, the University will make its best efforts toward IDP fulfillment, avoiding any harm to the Employee's career.
- f. Regarding authorship, to protect the credibility of published research and to guarantee a successful career path for the Employee, final decisions over the journals for publication, resubmissions, or use of preprint services (i.e. bioRxiv) will be made by both the Faculty member and the Employee(s) involved in the research project during the IDP agreement.
- g. If the IDP includes collaborations, all Faculty members involved in the publication will share responsibilities in order to guarantee publication in the best interest for the Employee.
- h. Resolution of disagreements: in cases of disagreements related to an employee's IDP, any party may seek mediation by mutually agreed University members. The Employee will have the right to union representation during this process. In the case that the dispute is not resolved, the Employee may seek resolution through the Grievance and Arbitration process in Article 9.
- i. The University shall guarantee the authorship rights of Employees based on stipulations in the IDP. The Employee may bring authorship disputes for discussion. In case of grievance, the protocol for grievance and arbitration described in Article 9 will be followed. Grievances related to authorship might include:
 - 1. Change in authorship name order without previous communication to authors.
 - 2. Removal of an author without reasonable cause.
 - 3. Blocking of publication due to lack of funding to cover publications fees or lack of scientific interest in the project by the PI without previous notice to the Employee.
 - 4. Not following what was stipulated in the IDP for one year or more.
 - 5. When the PI denies a scientific publication without reasonable cause.

Section 4: All policies related to authorship and promotions approved by the Union contract will be included in the Postdoctoral Officers Handbook, and the requirements should be clearly stated on the University website.

Section 5: The University shall not engage in any form of retaliation against an Employee who engages in a good faith effort to assert rights protected under this Article or related University policies.

Section 36: Performance Review

Both the employees and the supervisors will be subject to a yearly performance review. Such review is a comprehensive assessment of the Employee's research progress and achievements, and their professional development during the previous year. Upon signature of the performance review by both parties, this will be delivered to the respective human resources office. ~~The supervisor may utilize an independently developed or a pre-established form when conducting~~

~~the review:~~ Upon ratification of this contract, representatives of the University and the Union will develop a pre-established form for the parties to conduct this review.

Section 7: The contents of Individual Development Plans and Performance Reviews are not grievable. ~~and nothing else in this Article shall be arbitrable.~~ In the event the Employee disagrees with the substantive aspects of the review, the Employee may file an addendum to the personnel file and/or discuss it with the Department Chair or Unit Director.

Section 8: A dispute arising under this Article may proceed to arbitration if it arises based on non-academic factors.

>> **Information requested from Columbia on RFI [2.i,j,s,t](#)**

ARTICLE 24
UNION ACCESS, RIGHTS AND ACTIVITY

Section 1: A representative of the Union shall have reasonable access to appropriate offices of the University for the purpose of conferring with its stewards and/or Employees covered by this Agreement, and for the purpose of administering this Agreement. ~~Where the Union representative finds it necessary to enter upon the University's premises for this purpose, the representative shall advise the Director of Labor Relations and the head of the office or their respective designees, as the University shall state.~~ Such visits shall not interfere with the operation of the department or office and shall not include access to areas of the University which are restricted due to safety, health, or privacy concerns (e.g. a lab which is designated as restricted space due to dangerous chemicals or elements being used in experiments, etc.).

Section 2: No Employee shall engage in any Union activities, including the distribution of literature, which interferes with the performance of work.

Section 3: The Union may designate officers and/or stewards appropriate to the size of the unit, who shall be members of the bargaining unit. The University shall deal with such officers and/or stewards as representatives of the Union for purposes of investigating, presenting and settling grievances under the Agreement. Reasonable release time will be granted for administering the Agreement which will be coordinated with the officer or steward's supervisor. The Union shall submit a current list of Union Stewards and Unit officers to the University every six (6) months. No officer or steward shall be discriminated against for union activity.

Section 4: When a new Employee is hired, the appropriate unit officer or steward in the area shall be allowed fifteen (15) minutes without loss of pay to discuss union matters with such Employee.

Section 5: The University shall provide space once per month **per campus** for up to one (1) hour for representatives of the Union to meet with new Employees for **mandatory** orientation to the Union and the Agreement. Employees will be entitled to one (1) hour of release time to attend.

Section 6: ~~The Union shall be permitted orientation time for all employees at the time of appointment, and the orientation shall be considered as time worked. The University shall continue to require employees to attend new employee orientation. The University will provide the Union with advance notice of all such orientations to be conducted at the University, College, School, Department, or individual level at which employees will be present and the Union shall be permitted at least fifteen (15) minutes of orientation time at all such events. The university shall provide a personnel packet for all employees including a union membership application and dues deduction application, as well as Voluntary Community Action Program (UAW-VCAP) form.~~

Section 76: The University will allow a reasonable number of general membership meetings at ~~each Columbiafor CUIMC and Morningside~~ Campuses. Employees will be entitled to ~~one two~~ (2+) hours of release time to attend.

Section 87: The University will allow a reasonable number of steward meetings to be held, provided they do not interfere with the operation of the University. Release time will be granted.

Section 98: The University will provide the Union with an accurate updated list of changes ~~(additions and deletions)~~ to the composition of the bargaining unit on a monthly basis. This will include the Employee's full name as provided to the University, uni, gender, preferred pronouns, ethnic category, visa status, position type, job title, department, location address (street, city, state and zip code), all known University e-mail addresses and all known phone numbers, FTE percentage, compensation, appointment start date, appointment end date, and hire date.

Section 10: The University will further provide on a weekly basis a list of who are hired, rehired, reinstated, transferred into or out of the unit, placed on leave of absence, separated or who have made any changes in Union deductions.

>> **Information requested from Columbia on RFI [1.f,g,h,i](#)**

ARTICLE 25 UNION DUES

Section 1: The University shall deduct membership dues and initiation fees from the pay of all Employees who choose to be members of the Union. The Union will communicate the amount of such dues and initiation fees to the University.

Section 2: Within thirty (30) days of the effective date of the contract, **or the hiring of a new employee** the University shall begin deducting the initiation fee, pursuant to Section 1, and begin deducting dues semi-monthly from the paycheck of each member.

Section 3: The University shall deduct amounts semi-monthly from the pay of all dues-paying Employees whose written authorizations have been provided to the University authorizing it to make specific contributions to the UAW Voluntary Community Action program (VCAP).

Section 4: The dues and fees deducted under this article shall be transmitted to the Union within ten (10) working days after each payday for which deductions are made.

Section 5: **Within 30 days of employment, and as needed, the University will notify the employee in writing on an email written in coordination with the Union, that if** an Employee chooses not to be a member of the Union, the Employee shall be required as a condition of employment to pay a “fair share” to the Union. The amount of the fair share fee will be set by the Union in a manner consistent with legal requirements. Fair share fees will be deducted on a semi-monthly basis. **If an employee has not made a decision within 30 days the union shall have the right to deduct back fees or dues.**

Section 6: The Union shall submit an electronic list of all changes to membership, fair-share payer status, and VCAP authorization, including the amount and written authorization with respect to any changes in the amount of an authorized VCAP deduction, prior to the deadline for the University to make such deductions, so that the University can make the appropriate deductions.

Section 7: If an Employee contacts the University to request that payroll deductions be ended, the University will promptly refer the Employee to the Union to process the request, and the Union shall promptly notify the University of the disposition of the request.

Section 8: The University will not discourage Employees from becoming members of the Union. If an Employee asks questions about the **requirement of employment stated in Section 5 of this article the university will just confirm the requirement. Any further union related questions including** Union payroll deduction or the Union in general, the University will refer the Employee to the Union.

Section 9: The University may request to view, audit, or secure a copy of an authorization or authorizations for membership, if there is a dispute.

Section 10: The Union shall receive the same periodic reports on excel with respect to the remittance of such dues deductions as provided by the University to other unions at the University.

Section 11: The Union shall hold the University harmless from any liability or damages incurred by the University or its agents in complying with this Article and shall reimburse the University for legal expenses incurred in legal defense of any provision of this Article or any action taken by the University in complying with it.

Section 12: In cases where the University believes that a member for whom the union has provided a deduction form cannot be included in the unit the Union shall be notified before any action is taken.

ARTICLE 28
WORKSPACE AND MATERIALS

Section 1: The University shall provide access to workspace, facilities, equipment, materials and access to the internet and other network resources necessary to perform assigned duties.

Section 2: Pursuant to increasing inclusivity and accessibility for Columbia University employees the University will grant gender neutral bathrooms, and accommodations to ensure accessibility including but not limited to ramps, elevators and at least one automatic door per building, and adjustable desks as required by employees. Benefits and access to facilities offered to the employee shall be demonstrably equitable and transparent.

Section 32: If, with prior approval, an Employee is required to purchase any materials, equipment, or services, as referenced in Section 1, the University shall reimburse the Employee in a timely manner.

Section 4: The university shall not unreasonably deny requests for remote work.

>> **Information requested from Columbia on RFI 1.f,g,h,i ; 2.r**

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]. The Union is equally committed to this duty and will report to the funding agencies included by not limited to DoL, NSF, and the [NIH](#), about any prohibited conduct not properly resolved by the University.

Section 2: Employees who believe that they have been subjected to potentially abusive or intimidating behavior should discuss their concerns with their **union representatives**, immediate supervisor, human resources, or the compliance hotline. Employees are entitled to union representation during **any discussion or** investigative process and will be so advised in writing. The University does not limit the time for submitting a complaint of prohibited conduct, but strongly urges the immediate reporting of complaints or concerns.

Section 3: Retaliatory treatment of any Employee for reporting such concerns in good faith is strictly forbidden.

Section 4: Interim measures. The University and the Union may seek an interim resolution for an employee experiencing the abusive conduct if the behavior is not remedied immediately. These measures may include but are not limited to bridge funding, alternative recommendation letters and paid leave leave of absence.

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 6: Definitions. Abusive Conduct or Bullying is a pattern of unwelcome conduct that a reasonable person would find hostile, offensive, intimidating, disrespectful, degrading or humiliating. For purposes of this article ~~policy~~, the terms “Abusive Conduct” and “Bullying” are synonymous.

Bullying may take many forms including physical, oral, or written acts or behaviors. Calls, texts, emails and social media postings can also constitute Bullying, even if they occur away from University premises or outside of work hours.

In determining whether unwelcome conduct amounts to prohibited Bullying, it is essential to consider the totality of the circumstances, including the frequency, nature and severity of the conduct, any power differentials between the parties, and the context in which the conduct occurred.

These behaviors may occur in, but are not limited to, situations in which one person has authority over another and situations involving peer-to-peer interactions.

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].

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 preformatted 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.

>> Information requested from Columbia on RFI 2.m

ARTICLE __
COLUMBIA HOUSING

Section 1: The University shall guarantee access to University housing for employees during their first year of appointment for up to 12 months.

Section 2: During each month, rent for University housing shall not be due prior to an employee's paycheck.

Section 3: Upon request an employee must be given an accommodation fully accessible as defined in the Americans with Disabilities Act.

Section 4: Rent charged to an employee for University housing shall not exceed thirty (30) percent of gross income.

Section 5: Employees shall have the right to elect to co-rent University housing units without an increase in the total rent for the unit.

Section 6: Employees shall have the right to keep pets in University housing.

Section 7: The University shall ensure equal access to all employees when applying for renewal of university housing lease after the initial 12-month period.

Section 8: The University shall offer to provide a letter of employment and salary validation to employees for the purpose of opening a credit account at an accredited financial institution.

>> Information requested from Columbia on RFI [2.h](#) ; [12](#)

ARTICLE 29
EFFECTIVE DATE AND DURATION

Except as otherwise provided herein, this Agreement shall be in full force and effect for the period commencing upon ratification and ending June 30, 202~~5~~³.

The University and the Union agree jointly to enter into discussions relative to a renewal of this Agreement no later than the sixtieth (~~12060~~th) day immediately preceding the termination date of the Agreement.



CPW-UAW

A UNION FOR POSTDOCTORAL RESEARCHERS AT COLUMBIA UNIVERSITY



Date: March, 16, 2023

To: Linda Mischel Eisner and Mary Ann Carlese, Executive Directors of Labor Relations

From: CPW-UAW Bargaining Committee members:

Re: Request for Information CPW-UAW Local 4100

In order to fulfill our role as the exclusive bargaining representative, the Union now requests information in preparation for negotiating our second contract. Please provide the following information on computer readable format (excel preferred) as soon as possible, but no later than April 20, 2023. Please provide information as it becomes available rather than holding information until you have a complete response. We would also be happy to meet to discuss any questions you may have about the information we are requesting in order to facilitate a timely and useful response.

1. The following additional information for all employees in the latest bargaining unit list, as of, February 28, 2023:

- a. Health insurance status (single, single plus dependent, family)
- b. Year of PhD or equivalent degree
- c. Source(s) of funding for position
- d. Personal phone number (if available)
- e. Supervisor(s) (e.g. PI, faculty supervisor, etc)
- f. Race
- g. Gender
- h. Nationality
- i. Visa status (e.g. F, J, OPT H1B, etc)

2. Copies or electronic links to any and all existing written policies and procedures beyond the CBA at the University, School/College, or Department/Hiring Unit level that apply to or affect bargaining unit members, including but not limited to those covering the following:

- a. Compensation rates (e.g. wages, salaries, stipends)
- b. Health and other (disability, life, etc.) insurance benefits
- c. Tuition benefits
- d. Vacation benefits
- e. Holidays
- f. Leaves of absence (e.g. sick leave, family, medical, etc.)
- g. Work hours
- h. University Housing access and benefits

- i. Training requirements and opportunities
 - j. Professional development benefits and opportunities
 - k. Child care subsidies or other family benefits
 - l. Visa/work authorization assistance
 - m. Policies against discrimination and harassment (including LGBTQ)
 - n. Affirmative action or other programs promoting diversity/inclusion (including LGBTQ)
 - o. Health and safety
 - p. Public transit and parking
 - q. Affirmative action
 - r. American with Disabilities Act compliance
 - s. Intellectual property (e.g. authorship, copyright, patents, etc)
 - t. Research ethics and misconduct
- 3. Summarized anonymous data regarding EEO/AA complaints filed by bargaining unit members from the previous three years (2020, 2021, 2022):**
- a. Date of the complaint being filed
 - b. Date of the resolution
- 4. All data from the previous three years (2020, 2021, 2022) regarding bargaining unit utilization of the Employee Assistance Program.**
- 5. All data from the previous three years (2020, 2021, 2022) regarding bargaining unit utilization of parental benefits, to include the following for each year:**
- a. Number of unit members receiving child care subsidies
 - b. Total amount of child care subsidies awarded
 - c. Number of unit members receiving adoption subsidies
 - d. Total amount of adoption subsidies awarded
- 6. All data from the previous three years (2020, 2021, 2022) regarding bargaining unit utilization of leaves of absence, to include the following for each leave of absence:**
- a. Job title/classification
 - b. Reason for leave (childbirth, sickness, family medical, bereavement, etc)
 - c. Length of leave
 - d. Benefit status during leave
- 7. Any and all data on health and safety incidents that have occurred in the last three years (2020, 2021, 2022) in areas where bargaining unit members work, including but not limited to the following for each year:**
- a. Chemical spills
 - b. Hazardous materials incidents
 - c. Asbestos removal projects
 - d. Workplace injuries
 - e. Building evacuations for any reason

- f. Workplace violence incidents
- 8. Summary census data for insurance plan utilization by bargaining unit members for each of the last two academic years (2020-21, 2021-22, 2022 to date) to include the following for each year broken down by plan design (e.g. Choice Plus 90, Choice Plus 80, etc):**
- a. Total number of bargaining unit members
 - b. Number of bargaining unit members waiving or not electing insurance
 - c. Number electing individual coverage
 - d. Number electing individual plus one dependent
 - e. Number electing family coverage
 - f. Total number in c-e whose premiums are/were paid by Columbia
 - g. Total number in c-e who pay/paid their own premiums out of pocket or out of their own fellowship award monies
- 9. The relevant summary census data requested in Item #8 for dental, vision, and any other insurance programs in which bargaining unit members participate.**
- 10. A representative sample of appointment/offer letters for each bargaining unit position in each of the main departments/schools/colleges/units that hire such employees, including but not limited to:**
- a. College of Physicians and Surgeons
 - b. School of Engineering and Applied Science
 - c. School of International and Public Affairs
 - d. Graduate School of Arts and Sciences
 - e. Core Curriculum
 - f. Graduate School of Architecture, Planning and Preservation
 - g. School of the Arts
 - h. Business School
 - i. Law School
 - j. Journalism School
 - k. School of Social Work
 - l. School of Public Health
 - m. School of Professional Studies
 - n. Columbia College
 - o. School of Nursing
- 11. Any and all summary data on visa/work authorization status of bargaining unit members for the last three years (2020, 2021, 2022), to include the following:**
- a. Breakdown of the bargaining unit by nation of origin
 - b. Breakdown of the bargaining unit by visa status (citizen, EAD, F1, J1, etc)
- 12. All data on utilization of Columbia University housing by bargaining unit members for the last three years (2020, 2021, 2022)**

- a. Total number of individuals renting Columbia housing
- b. Average monthly rent per unit size (one bedroom, two bedroom, etc)
- c. Increase in monthly rent rate over previous year
- d. Average security deposit
- e. Number of ADA-compliant units available
- f. Number of requests for ADA-compliant units
- g. Number of requests for ADA-compliant units accommodated
- h. Number of family units available
- i. Number of requests for family units
- j. Number of requests for family units accommodated

13. All data on termination of bargaining unit appointments prior to the initial expected end date in the last three years (2020, 2021, 2022), including the following:

- a. Total number of such early terminations each year
- b. The following for each individual case
 - i. Job title/classification
 - ii. School/College