

NEGOTIATION PARAMETERS
BETWEEN
COLUMBIA POSTDOCTORAL WORKER OF
COLUMBIA, UAW LOCAL 4100 AND
COLUMBIA UNIVERSITY

1. **Parties.** This Agreement is between the Columbia Postdoctoral Workers, UAW Local 4110 (the Union) and Columbia University (the University), represented by the respective bargaining teams.
2. **Purpose.** The purpose of this agreement is to establish parameters for continued, in good faith and open contract negotiations between the Parties. The parameters may be modified in writing by mutual agreement of the Parties.
3. **Modalities.** The Parties, by mutual agreement, will schedule the negotiation sessions making their best effort to meet each other's requirements. Arrangements for the negotiation sessions shall provide for rooms suitable for negotiations and private team caucus. Both Parties will make best efforts to commence negotiation sessions at the scheduled start time. The parties agree on conducting negotiations in a hybrid mode (in person and virtually) to ensure accessibility of relevant members.
4. **Participants.** In order for the bargaining teams to introduce additional or pertinent information, guests may be invited to share information regarding bargaining topics, or bring infographic material. Guests are not recognized as part of the bargaining team.
5. **Recording.** Both teams agreed that publicly reproducing any voice recordings from the sessions is prohibited.
6. **Materials and facilitator.** The hybrid mode will be conducted through the Zoom platform.
7. **Observers.** The observers will not have access to the microphone and will not contribute to the negotiation sessions/be active participants, unless specifically invited to speak by one of the bargaining teams and with consent from the two parties.
8. **Status of Bargaining Notes.** Each Party may take session notes as preferred.