

# CPW Town Hall on Compensation

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
- 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!*

*How to engage during this Town Hall:*

- Via the chat
- Respond to polls
- Breakout session
- Via this feedback form:  
<https://forms.gle/sS6i11D6XCm5azty6>

*Roles:*

- **Thiago Arzua** (he/him) - Dpt. Neuroscience **Presenter**
- **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*

# Compensation as a top issue facing the US

CAREERS

## The case of the disappearing postdocs

9 DEC 2015 · BY [BERYL LIEFF BENDERLY](#)

## The impact of postdoctoral training on early careers in biomedicine

[Shulamit Kahn](#) & [Donna K Ginther](#)

*Nature Biotechnology* 35, 90–94 (2017) | [Cite this article](#)

## ‘The tipping point is coming’: Unprecedented exodus of young life scientists is shaking up academia



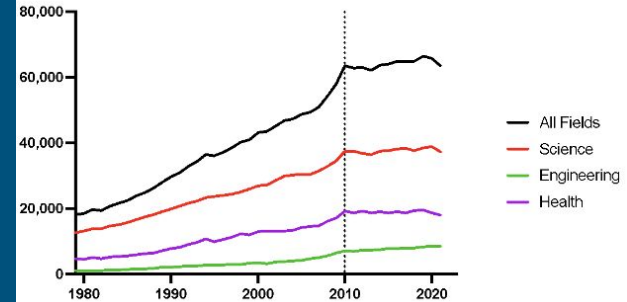
By [Jonathan Wosen](#) Nov. 10, 2022

## Postdocs need raises. But who will foot the bill?

Salary mandates in California and Washington leave many lab heads scrambling

31 JAN 2023 · 5:05 PM · BY [KATIE LANGIN](#)

Number of Postdocs in the US



NIH National Institutes of Health

**Re-envisioning NIH-Supported Postdoctoral Training (ACD Postdoc WG)**  
Shelley Berger, PhD & Tara Schwetz, PhD  
NIH Advisory Committee to the Director Meeting  
December 8, 2022

What compensation should a  
postdoc/ARS get in 2023 in NYC?

# What other places are doing

## Postdoctoral scholars at Princeton to receive minimum annual salary of \$65,000

Denise Valenti, Office of Communications

Jan. 27, 2023, 4:10 p.m.

## Vice President for Research Statement on Salary and Benefits

Effective January 1, 2023, the minimum salary/stipend for all postdoctoral scholars (associates and fellows) will be \$65,000. For more information, please see the [letter to postdocs](#) from MIT leadership.

## UAW 4121 negotiates with UW administration to increase postdoc salaries

By Aisha Misbah The Daily Dec 6, 2022 0

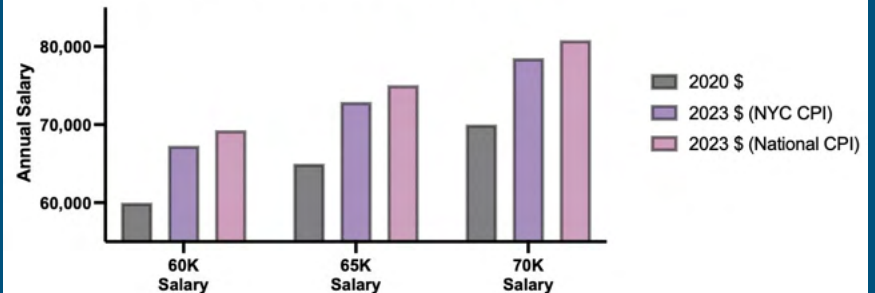
## COLUMBIA | Zuckerman Institute

MORTIMER B. ZUCKERMAN MIND BRAIN BEHAVIOR INSTITUTE

## Zuckerman Institute Postdoctoral Fellows Program

An annual salary of \$75,000 plus \$5,000 of discretionary funds per year

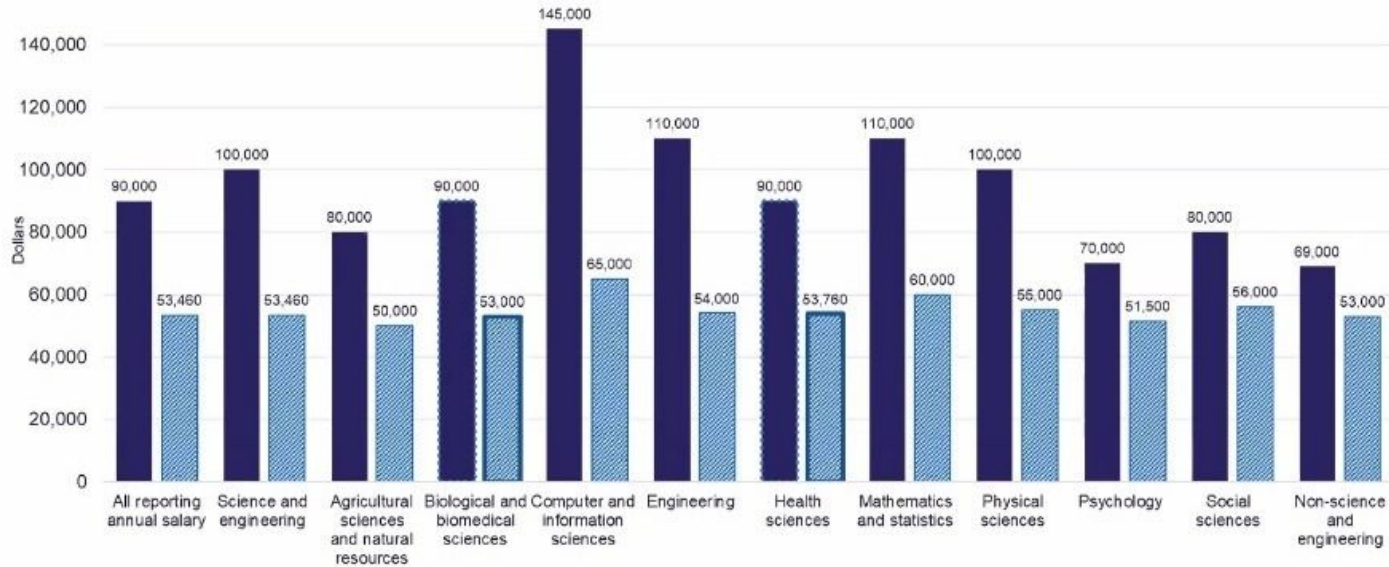
## Cost of Living Adjustment



# Outside academia

Median starting salaries in employment exceed postdoctoral stipends

NSF Statistics: Median Salaries by Employment Type and Selected Field: 2021



■ Employment ■ Postdoctoral study

Source: NSF Survey of Earned Doctorates

# Article 5 - Salary Scale

Section 9: At the time of the initial appointment, the employee shall be appointed to at least the minimum experience level for their number of months of experience.

<b>Level</b>	<b>Experience</b>
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: The minimum annual compensation for the below levels effective July 1, 2023, shall be as follows:

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

# Article 5 - COLA

## Section 3: Cost of Living Adjustment (COLA)

- a) This contract includes a COLA for its effective duration, which would be paid as a lump sum, 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 1.2% COLA lump sum being paid (4.2% CPI-U minus 3.0% experience-based increase equals 1.2% 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 as the end of the prior calendar year will be used as the basis for calculating these lump sum payments.



# Compensation vs other economic demands

<b>Compensation</b>  Increase subsidy and adoption assistance	<b>International</b>  Funds for visa-related issues	<b>Fellows</b>  Funds for unexpected expenses	<b>Housing</b>  Stipends for non-Columbia housing
<b>Parents</b>	<b>Healthcare</b>  Full premium coverage and funds for emergencies	<b>Authorship</b> 	<b>Transparency</b> 

# What comes next?

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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://forms.gle/sS6i11D6XCm5azty6>

**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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@Columbia Postdoc Union

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