

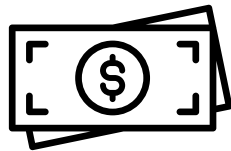
# OUR CONTRACT DEMANDS

COLUMBIA POSTDOCTORAL WORKERS



These contract demands and contract language are based on the results from Bargaining Surveys filled by a **majority of postdocs and Associate Research Scientists/Scholars**, have been written, discussed, amended and ratified in our working groups and throughout several meetings starting in January 2023. Hundreds of us across departments where 90% of us are performing our research have signed in support and **will be negotiated with Columbia starting on April 20th.**

## FAIR WAGES ADJUSTED FOR INFLATION



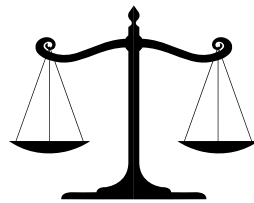
Despite holding terminal degrees and years of training, we are underpaid and overworked. We ask for a **starting salary of \$90,000** as a fair wage related to our **experience**, the highest **inflation** seen in decades and the spiraling **cost of living in New York City**. Our pay must not remain static, we ask for an **active yearly Cost Of Living Adjustment (COLA)** tied to the rate of inflation.

## SUPPORT FOR INTERNATIONAL RESEARCHERS



~60% of Postdocs/ARSs at Columbia are on visas. Columbia must support our international workers by **improving appointment processing, expanding access to information** on visa options and tax treaties, and **providing financial support** to maintain our status.

## EQUALITY FOR FELLOWS



Postdoctoral Fellows at Columbia are classified as independent contractors instead of employees, **leading to a loss of benefits and higher taxation** compared to Postdoctoral research scientists and scholars, with a **significant net pay cut.**

## BENEFITS & HEALTHCARE



We want Healthcare and Benefits to be included in our contract, so that **Columbia can not change our benefits without negotiations.** We request the University to **pay the premiums in full** and to establish a **health insurance support fund** for Postdocs and ARSs to defray the cost of unexpected healthcare expenses. We want **support for relocation costs.**

# CHILDCARE SUPPORT



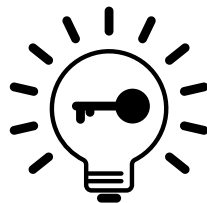
Costs for childcare in NY can be over \$2,000 a month. We demand a childcare subsidy of **\$10,000 per each child under 14**, including adopted, **raising the age limit** closer to the NIH's. We also request at least **one on-site childcare center for each of the four main campuses**, modeling what other NY institutions already offer.

# HOUSING



**Housing in NYC is an enormous financial burden and cause of great stress**, especially for immigrants without credit history or guarantors. We want **rent stipends** and improved access to **Columbia Housing**. **Housing is a permissive subject** during negotiations, meaning Columbia is not forced by law to bargain with us on it, but it's a topic we're ready to fight for!

# PROTECTION FOR OUR RESEARCH



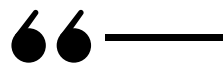
We ask for more transparency and protection for Postdocs and ARSs on **authorship and intellectual property (IP)** and demand stronger actions, including the Union's active participation, **against toxic workplace environments**.

Along with other Academic workers in the UAW, **we advocate to the NIH and will to other granting agencies** to raise the funds allocated for research. **We expect that Columbia University, with its significant economic resources, will support our PIs and research equally**, as Princeton, MIT, HHMI and St. Jude's have already done.



*At Columbia, when Postdocs win a Fellowship, a recognition of high quality research and bring money to the University, they are penalized by losing the employee status and becoming an independent contractor. It means being taxed on benefits and losing the ability to accumulate seniority for tuition waivers and matching retirement contributions.*

— a Columbia Postdoc



*"I have been asked to work day and night and on weekends based my single status, unfairly criticized for not producing useful data. Humiliated for a weak background and 'not performing well.' All happened during one-to-one conversations; publicly, everything looked fine. I went through really dark times, and even thought of committing suicide."*

— a Columbia Postdoc



## POWER AT THE BARGAINING TABLE COMES FROM POWER OUT OF THE BARGAINING ROOM

**Unions are growing fast in Higher Education**, fighting back after years of erosion of our living standards: at the University of California, Mt Sinai, MIT and the NIH. Here at Columbia University, we won the first postdoctoral union in a private university anywhere in the US.

To build on these wins and win these demands we need the **power that comes from a majority of postdocs and Associate researchers** becoming union members and **engaging to win our contract collectively**: at the table, through petitions, testimonials, delegations, demonstrations, outreach to the wider community and on the job actions.

**FOLLOW UP YOUR UNION**



<https://linktr.ee/cpwuaw>