

International Researchers Town Hall

Columbia Postdoctoral Workers Town Hall series



Engage with us here

housing consulting relocation
visa fees taxes visa h-1b reappointment
immigration j-1 green card ds-2019

Town Hall from beginning to end

We encourage you be active with us today by

- commenting and asking questions in ***the chat***
- ***raising your hand or stack – reply*** in the chat to speak
- ***responding to polls*** that we will be sharing
- Speaking up in ***breakout rooms***
- Sending us your ***feedback***

Town Hall from beginning to end

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We hope you walk away today with

- a better understanding of the *bargaining process*
- familiarity with our *first bargaining offer* related to international researchers
- means to receive *updates* and provide *feedback*
- a willingness to *get others engaged*

for the collective good of postdocs/ARS

•  @cpw_uaw

•  @cpw_uaw

•  @CPWUAW

•  @Columbia Postdoc Union

Bargaining starts on April 20



[PollEv.com/cuinternationalp008](https://www.poll-ev.com/cuinternationalp008)

we will use the same code throughout
the presentation so keep the page open

How familiar are you with the collective bargaining process?

I've no clue what you are talking about

I am little familiar with the term

I have a general understanding of it

I am very much familiar with it

Tc



2

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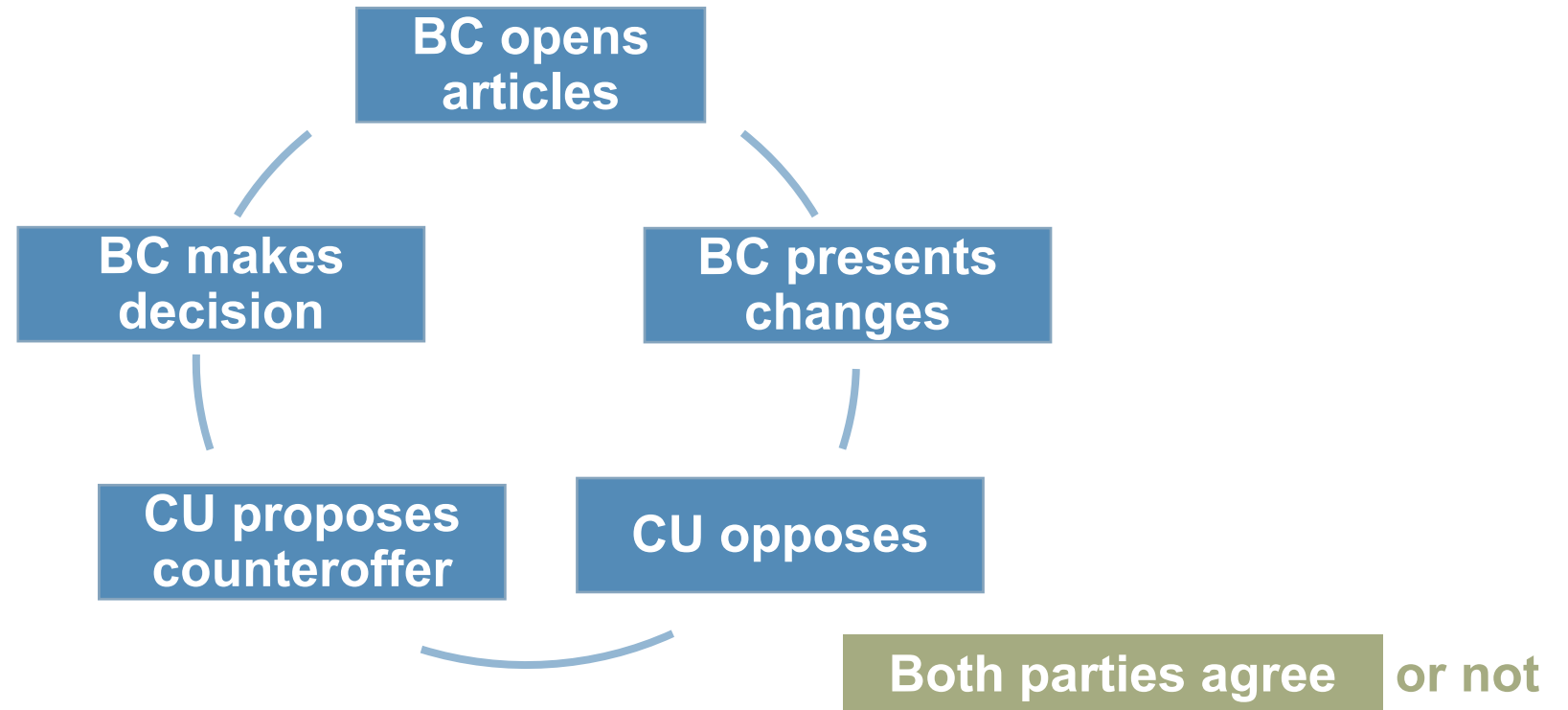
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Bargaining starts on April 20

Introduction of Union and Columbia University bargaining committees

BC presents contract demands

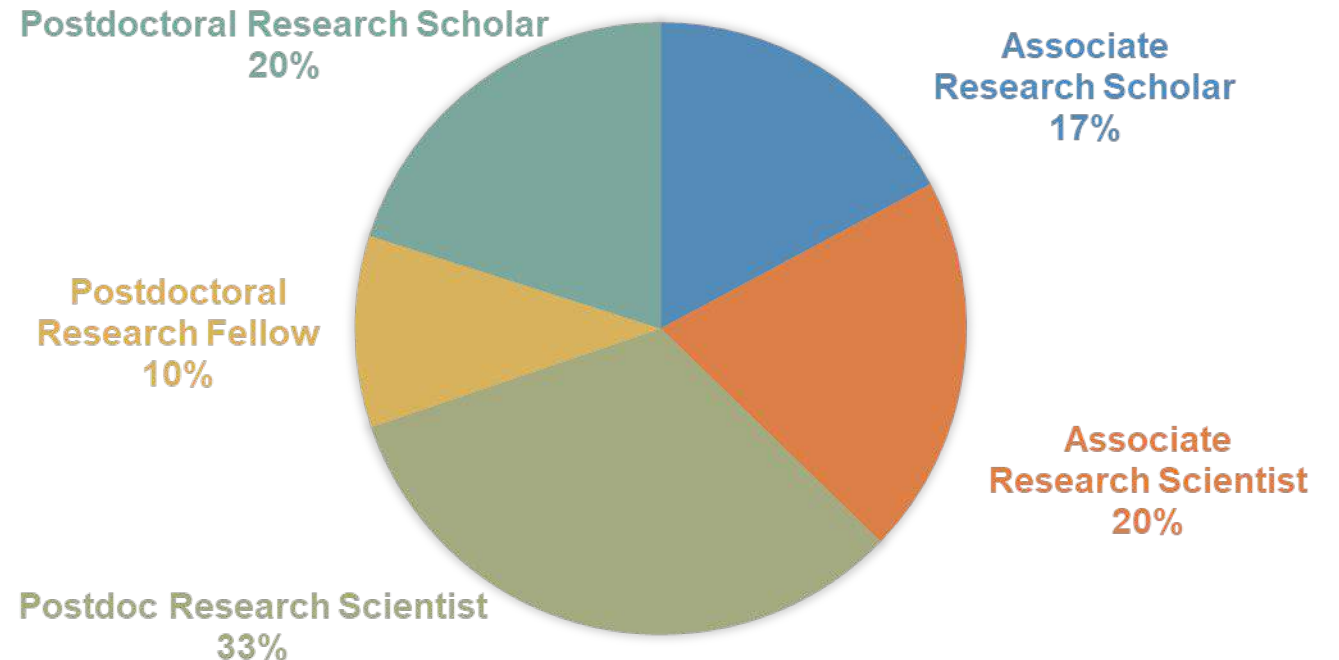


We are the majority

Your participation in decision making is impactful, even more so is your incitement of others to engage.

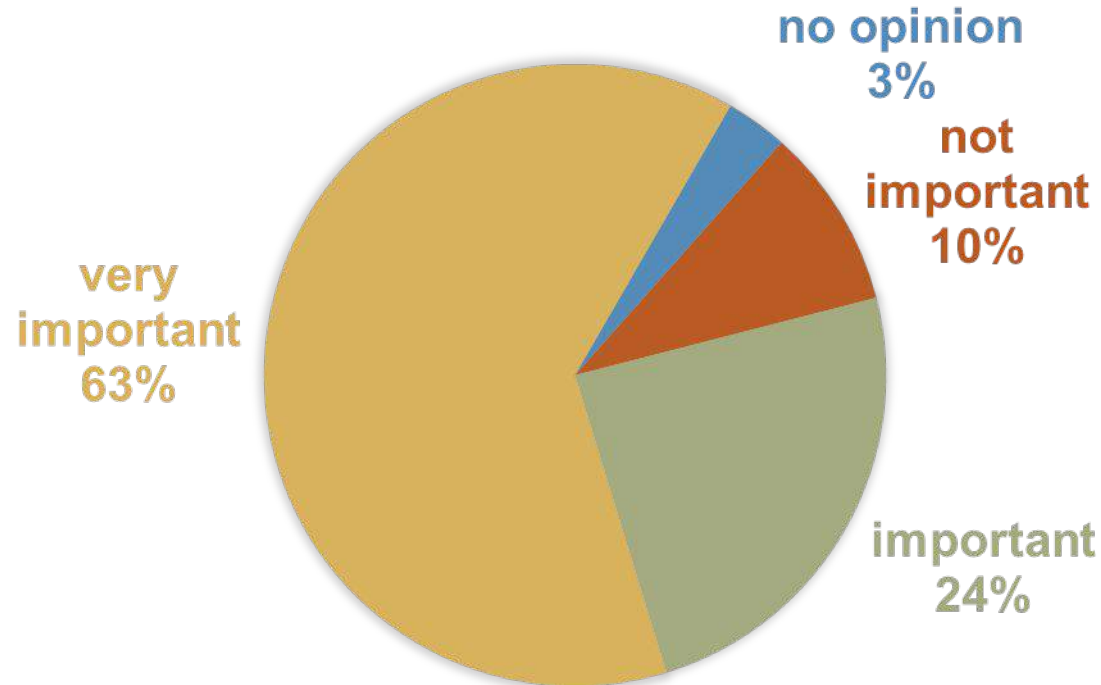
PERCENTAGE OF NON-RESIDENTS

55%



The concerns of international researchers are important

IMPORTANCE OF IMPROVEMENTS REGARDING SUPPORT FOR INTERNATIONAL RESEARCHERS



Please respond with **one or multiple words** separated by a **comma** or **“and”** (for space use “_”

for eg. *green_card, visa, housing, immigration, tax_treaty*)

One entry per person



PollEv.com/cuinternationalp008

What issues relevant to international postdocs/ARS would you like to see addressed in our next contract



The concerns of international researchers are important

This is how they compare to answers gathered from the bargaining survey



This is what we currently have and what we are changing in our contract

Section 1: Support and advice on visa issues by ISSO, referral to immigration attorneys.

Section 2: Permission to work remotely If the employee is stuck outside the US for immigration status reasons

Section 3: Holding a position open for 60 days until a current/prospective employee can arrange their immigration status.

Section 4: Guaranteed paid time off for employee to attend visa and immigration proceedings.

Section 5: Providing the longest duration sponsorship of visa, and covering all costs to ensure employee remains in good immigration standing.

This is what we currently have and what we are changing in our contract

Section 6: Assistance for employees who are barred entry to the USA despite having all the required paperwork to enter.

Section 7: Completion of work authorization in a timely fashion and providing of regular related updates.

Section 8: Applying tax treaties at employees discretion.

Section 9: Creation of International Employees Assistance Fund in the amount of \$100,000/year. Used to reimburse expenses relating to immigration that affect the employee's ability to work.

Miscellaneous issues

Other concerns fall under different umbrellas

Relocation

Reimbursement of cost of relocation for work purposes (discussed in **Benefits TH**)

Housing

a lot to suggest and discuss at the Housing TH



RSVP for Town Halls



ANTI-BULLYING
Mar 29 - 12 pm
Protections against
power-based
harassment



AUTHORSHIP
Mar 23 - 6 pm
Protections for
the products of
our research



PARENTS
Mar 30 - 12 pm
Childcare and
other benefits
for parents

HOUSING

Mar 28 - 6 pm

Improvements
in housing
support



Let's discuss the first bargaining offer

We will split into **breakout rooms** to do the following more effectively:

- ***comment*** on issues that were raised
- ***discuss*** any concerns we did not address so far
- provide ***feedback*** on Article 12
- ***suggest actions*** that can be taken in preparation for bargaining
- ***report back!***

What do you think about these changes?



PollEv.com/cuinternationalp008

What do you think about the proposed changes?

I think that they are good

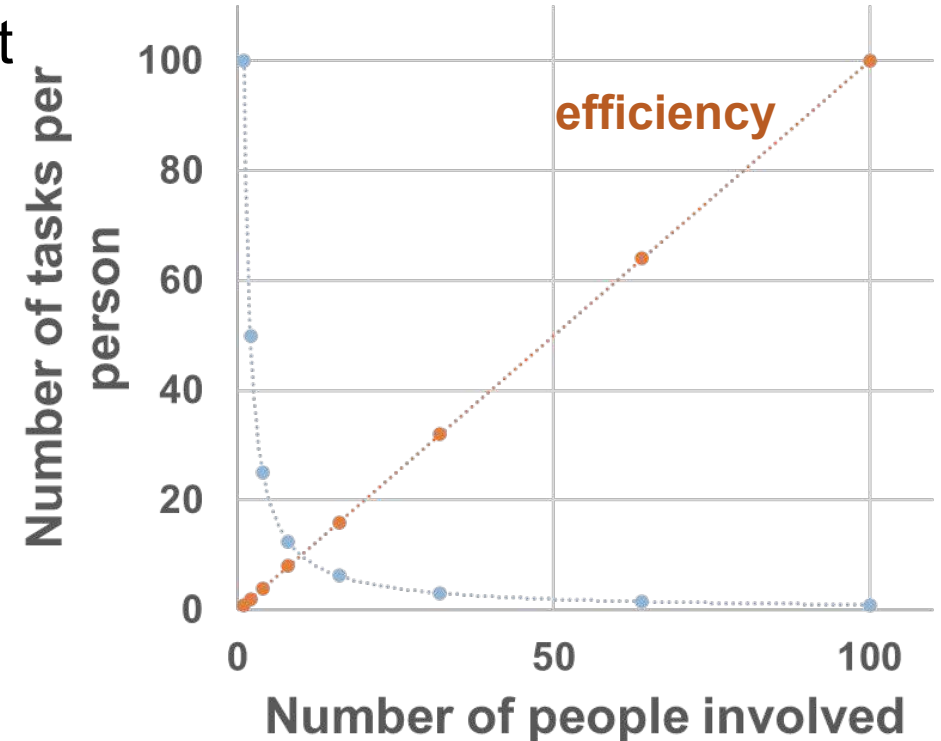
I agree with most of them but not all

I do not think that they are enough



You can help us organize more efficiently

- You can help by
 - Spreading the word in your lab/department
 - Joining our slack channel here <https://bit.ly/CPWslack>
 - Joining one of our working groups
 - Following us on social media



- Send us your feedback <https://forms.gle/8bAKvqec826SriM79>