

# CPW Town Hall on Parents Rights

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 to improve parents rights..
- 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!*



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@Columbia Postdoc Union

## *How to engage during this Town Hall:*

- Via the chat
- Respond to polls
- Breakout session
- Via this feedback form:  
<https://forms.gle/HmNSpYaJgSi1XELFA>

## *Roles:*

- **Sumaira Zamurrad** (she/her) - Zuckerman Institute, Presenter
- **Cora Bergantinos-Crespo** (she/her) - ex-Dpt. Genetics&Development, Presenter
- **Erica Rodriguez** (she/her) - Zuckerman Institute, Facilitating

# 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 **proposes rules** for Bargaining (including hybrid!).
- 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 Parents rights.



*Bargaining Session of Academic workers at UConn*

# Postdocs and Associate researchers Speak out about Parenting

*“Assuming that postdocs who are at their youngest in their late twenties do not already and do not intend to have children while postdocs makes no sense. **Having them do so in a city where childcare is expensive as it is, is cruel.**”*

*“postdoc fellows shouldn't be excluded from the school at Columbia. Columbia should **operate on-site day care**”*

*“Although I do not have any dependents I believe **providing family support is crucial** for establishing a great work environment for postdocs. It will also **reduce the stress and anxiety** levels that postdocs currently have (specially living in NYC!)”*

*From a majority of Postdocs/ARSS  
(>800 Bargaining Surveys)*

# What we want to achieve

## INCREASE CHILDCARE SUPPORT AND EQUALITY

### ARTICLE 4 CHILDCARE

Section 1. The University will provide a \$5,500 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 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.

*“Impossible to support family w/salary. I have 3 children and am borrowing money to cover living expenses.”*

- **Subsidy per kid** >> The current Child Care subsidy is per family: the same for one or several kids
- Increase the **amount & kid-age limit** >> from \$4,000 to \$5,500 (as SWC: Union for Grad Student Workers) and up to 14 years old.
- Equality for **Adoptive parents**
- Equality for **Fellows** >> on all benefits including childcare [discussed in Fellows Town Hall]

# What we want to achieve

## ONSITE CHILDCARE CENTERS

### ARTICLE 4 CHILDCARE

“Childcare costs are a very big concern especially as we work weekends and long hours. At such times cost of hiring a nanny is much higher.”

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 (CUMC, Morningside, Manhattanville and Lamont).

- **Columbia’s Childcare centers:** Bright Horizons >> **locations not convenient** (one in CUMC and the rest downtown)
- Other institutions offer more convenient childcare centers:
  - Rockefeller - **onsite**
  - Janelia - **onsite**
  - MIT - 4 childcare centers: 3 **on main campus** and 1 at Lincoln Laboratory + 15 days of backup childcare

# What comes next?

Share with us your **thoughts, ideas, suggestions!!** > Don't forget to fill in the **Feedback Form**: <https://forms.gle/nVeEzGUconfuaLDC6>

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.

**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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