



COLUMBIA UNIVERSITY
IRVING MEDICAL CENTER

August 03, 2023

From,
Dept. of Pathology and Cell Biology
Irving Medical Center P&S 12-420C
Columbia University
630W 168th Street
New York, NY 10032
Tel - 212-305-8350

To,
Whom it may concern
Columbia University

Subject: Endorsing Fair Contract for Columbia Postdocs and ARS

We write this letter to express our full support of the demands made by our postdocs during the recent negotiations over their new collective bargaining agreement.

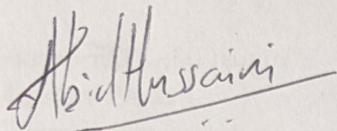
Having been postdocs ourselves in the past, we are fully aware of the challenges posed by receiving substandard wages for this arduous job, particularly in a city as expensive as NYC. Now, as PIs, we recognize the essential roles postdocs play in our labs, and we understand the importance of providing them with competitive salary compensation. The current hiring trend in biotech and pharmaceutical companies has resulted in a talent drain from academia, making it difficult for us to retain skilled postdocs in our labs. The inability to offer sufficient wages that allow them to sustain a living in our city only adds to this challenge.

We believe that cost-of-living adjustments are urgently needed to supplement the current postdoc salaries, as these adjustments are not presently covered by our grant funding. The current uniformity in postdoc salaries across the country, irrespective of regional cost-of-living variations, presents an unfair situation for postdocs in higher-cost areas like NYC and the PIs who wish to but are unable to compensate them more adequately due to constraints and guidelines.

While we are open to exploring various solutions to this issue, it appears that the NIH might be unable or unwilling to provide the necessary cost-of-living adjustments. In such a case, we agree with our postdocs that Columbia should support them to help meet their living expenses in NYC and allow them to focus their energy on the research that they are so passionate about performing.

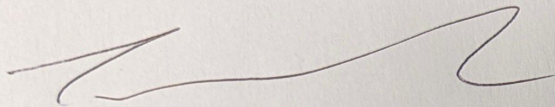
In conclusion, we stand in solidarity with our postdocs and fully support their quest for increased wages and improved benefits. We commend Columbia University for fostering an inclusive and supportive research community where the contributions of postdoctoral researchers are acknowledged and valued. Their commitment to nurturing talent and advancing scientific excellence is instrumental in driving cutting-edge research that benefits the society. Together, let us work towards fostering an environment at this illustrious institution that values the crucial contributions of postdoctoral researchers and ensures their well-being as they pursue their passion.

Sincerely,



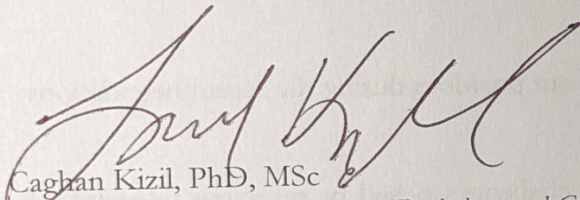
Abid Hussaini, PhD

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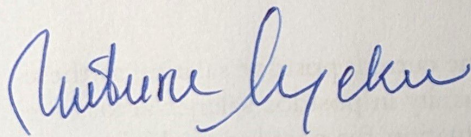
Tal Nuriel, PhD

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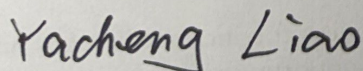
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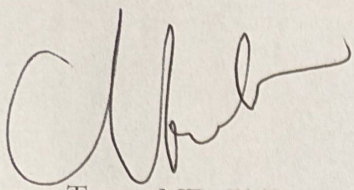
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Ya Cheng Liao, PhD

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A handwritten signature in black ink, appearing to read 'G. Tosto', written in a cursive style.

Giuseppe Tosto, MD, PhD

*Assistant Professor of Neurological Sciences
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