



**NEW YORK CITY
CENTRAL LABOR COUNCIL, AFL-CIO**

President
VINCENT ALVAREZ
Secretary-Treasurer
JANELLA T. HINDS

**NEW YORK CITY CENTRAL LABOR COUNCIL, AFL-CIO RESOLUTION
Adopted: October 3, 2023**

**Columbia Postdoctoral Workers-UAW Local 4100 (CPW-UAW Local 4100) and Sinai
Postdoctoral Organizing Committee-UAW (SPOC-UAW)**

WHEREAS, postdoctoral research workers at Columbia University (Columbia) represented by Columbia Postdoctoral workers-United Auto Workers Local 4100 (CPW-UAW Local 4100) won their first contract in June 2020 and formally requested to initiate negotiations for a second contract in January 2023; and

WHEREAS, over 90% of the academic researchers at Icahn School of Medicine at Mt. Sinai (Mt. Sinai) voted in favor of representation by the Sinai Postdoctoral Organizing Committee-United Auto Workers (SPOC-UAW) in a June 2022 NLRB election and began negotiating their first contract in October 2022; and

WHEREAS, Columbia and Mt. Sinai's researchers perform ground breaking research that not only enhances the academic reputation of Columbia and Mt. Sinai, but it also bolsters the reputation of New York City as a hub of scientific and technological innovation and helps attract top-tier talent from around the world; and

WHEREAS, unions benefit communities by enhancing and strengthening living standards, stabilizing tax bases, promoting equal treatment, and encouraging civic participation; and

WHEREAS, after more than 20 bargaining sessions, Columbia continues to resist making progress on critical bargaining issues such as fair minimum salaries and annual raises, childcare and housing, employee classification, and stronger collective bargaining rights to prevent Columbia's attempts to erode bargaining rights; and

WHEREAS, after 27 bargaining sessions, Mt. Sinai continues to stall the negotiation process by rejecting standard collective bargaining protections that include just cause, sexual harassment, workplace bullying, and;



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WHEREAS, CPW-UAW Local 4100 and SPOC-UAW filed unfair labor practice complaints with the NLRB against Columbia and Mt. Sinai; and

WHEREAS, Columbia and Mt. Sinai's intransigence promises to disrupt ongoing critical research because researchers have voted overwhelmingly to authorize strike action, engage in strikes, and plan for future strikes; and

THEREFORE BE IT RESOLVED, that on behalf of CPW-UAW Local 4100 members, the New York City Central Labor Council, AFL-CIO, calls on President Minouche Shafik and the leadership of Columbia University to respect the law and commence good-faith bargaining; and

THEREFORE BE IT FURTHER RESOLVED, that on behalf of hundreds SPOC-UAW members, the New York City Central Labor Council, AFL-CIO, calls on Dean Dennis S. Charney, MD and the leadership of Mt. Sinai to commit to putting forward at the bargaining table economic proposals that include decent wages and benefits for its researchers.

Submitted by: United Auto Workers (UAW) Region 9A