

OUR CONTRACT DEMANDS



COLUMBIA POSTDOCTORAL WORKERS

Since April 20th we have spent hours pleading our case to the University, showed countless pieces of evidence, surveys, and testimonials from our members.

Since day one we have proposed **various ways for the University to cover a portion of our total compensation using central funds instead of relying on individual faculty funding and research budgets.**

We have looked closely at the university's finances and **our proposals can easily be met if central money is reinvested back in research.**

Regrettably, while not denying the availability of these funds, **the Administration insists on maintaining the current funding structure to claim that our needs can not be met.**

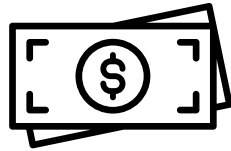
COMPENSATION

CPW

- Postdocs \$72,000
- ARSs \$83,648

- 3% (including minimums)
- Active Lump Sum if inflation >3%

- +3% per year experience including out of Columbia



MINIMUMS

COLA YEARLY RAISE

EXPERIENCE RAISES

CU

- Postdocs \$65,000
- ARSs \$71,606

- 1.5% raise of minimums

- 2% per year at Columbia only after contract ratification

HOUSING

CPW

- **\$7,000 Housing Stipend for all postdocs/ARSs**



- Hardship fund to cover housing emergencies in addition to medical emergencies: **\$50/per postdoc/ARSs per year**

CU

CPW

CHILDCARE SUPPORT

- **\$5,500/kid** as Student Workers of Columbia
- Until the the age of **13 years** (as NIH)



- **\$5,000/family**
- Until the age of **5 years**

CU

CPW

EQUALITY FOR FELLOWS

CU

- Loss of benefits **only if the funding agency requires** (2008 Columbia Handbook language)
- If required: **\$5,000** to compensate for the loss of benefits



- **Columbia chooses** when to classify Fellows as independent contractors
- **\$3,500** to compensate for the lost of benefits

CPW

BENEFITS & HEALTHCARE

CU

- Hardship Fund of **up to \$5,000/year for medical emergencies**.
- **We approve** rules for distribution and **review usage**



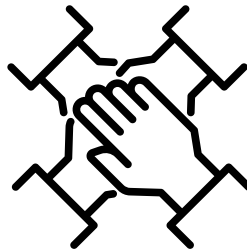
- Hardship Fund of \$400k for 5 years (**\$50/yr per postdoc/ARS**)
- For **medical emergencies and housing**
- We **only give "input"** on the rules

CPW

UNIT COMPOSITION

CU

- **Definition of postdoc and ARSs in our contract** (as stated by the National Labor Relations Board)
- This ensures stability of our union and that **any new researcher is protected** by our contract.



- Researchers will be protected by the union contract *if* Columbia chooses to appoint them as postdoc/ARSs title
- In practice gives CU the right to weaken our union and keep researchers unprotected.

POWER AT THE BARGAINING TABLE COMES FROM POWER OUTSIDE 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 WITH YOUR UNION



<https://linktr.ee/cpwuaw>