

# WHAT'S NEW IN MY CONTRACT?



Thanks to YOUR hard work and the hard work of your union colleagues, we all have several new changes to our Collective Bargaining Agreement, usually called the contract for short. **These changes went into effect on November 1st!**



## NEW SALARY

**\$70K** Minimum for Postdocs

**\$77K** Minimum for ARS

Minimums Raise **1.5%** Each Year

**3%** Yearly Increases for Life of Contract (ends June 2026)

**\$1K** Over Minimum Per Year of Experience at Columbia

Up to **24% increases** during the lifetime of the contract

## NEW RIGHTS FOR INTERNATIONAL WORKERS



Up to **\$1,250** to cover **Visa renewals**, including admin fees and pre-approved travel costs.

## NEW RIGHTS FOR PARENTS



**\$5K** in a childcare FSA account (tax free) per family per year for kids up to 6 years

## NEW RIGHTS FOR FELLOWS



Limits on **Classification of Fellows** as Independent Contractors - Reach Out to Learn More!

**\$3.5K** in Compensation for Lost Benefits to Those Classified as Independent Contractors

**PLUS:** A New Hardship Fund of **\$500,000** for the 3 years of the agreement to cover medical emergencies or unanticipated financial hardship.

## NEW PROTECTIONS AGAINST HARASSMENT



**Neutral third party arbitration** for cases of bullying once the new power-based harassment policy is established.

**READ FULL CHANGES**



**PLUS MUCH, MUCH MORE**



# WHAT'S STILL IN MY CONTRACT FROM 2020?

These gains, won by the collective action of union members throughout Columbia, build on the incredible victories of our predecessors, who won the first union contract for researchers in New York City or at any private university in the U.S. Since then, many have followed in our footsteps, as researchers across the region organize for better research conditions and better universities.

## Guaranteed Salary

- 20% increases to minimums for postdocs (14.5% for ARS) in 2020
- Guaranteed yearly increases to salary during life of the contract
- Fellows guaranteed the same minimum compensation as other Postdocs.

## A Grievance Procedure

- A fair process for resolving contract violations with enforceable timelines, union representation, and protection against retaliation

## Personal Time Off

- Enforceable contractual right of up to 23 vacation days per year
- 14 paid holidays/personal days per year

## Visa Processing Protections

- Appointments held open for at least 60 days if work authorization is delayed
- Researchers guaranteed PTO for immigration-related proceedings

## "Just Cause" Protections

- Columbia can not discipline or fire a postdoc/ARS without proving "just cause"
- If they try, union can file a grievance to fight it

## 3-Month Appointment Notice

- Right to 3 months notice if Columbia does not intend to renew an appointment

## Professional Development

- Support for training & professional development
- Right to at least one written evaluation within each 12-months and additional co-mentors

## Leaves of Absence

- Guaranteed access to a range of paid leaves
- Including 6 weeks of parental leave at full salary
- Plus 6-8 weeks of medical leave for birth parent

## Non-Discrimination

- Protections against sexual harassment and discrimination, including union representation, interim measures, and the right to take complaints to a neutral arbitrator.

## PLUS MUCH, MUCH MORE

**NONE OF THESE RIGHTS EXISTED BEFORE RESEARCHERS LIKE YOU JOINED THE UNION AND FOUGHT FOR THEM**



**BECOME A  
MEMBER TO WIN  
& KEEP  
IMPROVEMENTS**



**YOUR COLLEAGUES STEPPED UP AND ACTED TO WIN THESE IMPROVEMENTS FOR ALL.** If you want to ensure that these improvements are protected, or win what was not won in the contract yet, you must become a member and join your voice with theirs in the fight for better research conditions for researchers at Columbia, throughout New York City, and in the industry beyond. What you do here has wide-reaching impact, but it cannot be done without you.