

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



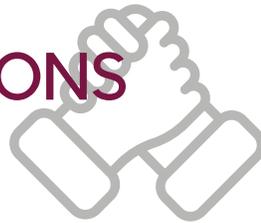
\$5K in a childcare FSA account (tax free) per family per year for kids up to 6 years

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

NEW PROTECTIONS AGAINST HARASSMENT



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

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

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.