2026 COLUMBIA UNIVERSITY and COLUMBIA POSTDOCTORAL WORKERS-UAW LOCAL 4100, NEGOTIATIONS

MEMORANDUM OF AGREEMENT

October 20, 2026

COMPENSATION
ARTICLE 5

The following language (**changes in Bold**) to Article 5, Compensation of the Agreement:

Replace Article 5, Section 3 with the following:

Section 3: **Upon the ratification of this Agreement, current Employees will receive a salary rate increase as set forth below. Employees hired on or after ratification are subject to the rates in Section 8.**

Effective the Monday after the ratification of this Agreement, Employees who were on the University's payroll as of the date of ratification of this Agreement shall receive a one-time $300 base wage adjustment. In addition, a three percent (3.0%) salary rate increase shall be applied after the $300 adjustment to the annual base wage.

Effective July 1, 2027, upon reappointment or anniversary date, the Employee will receive a salary rate increase of no less than three percent (3.0%). Employees who were on the University's payroll as of the date of ratification of this Agreement shall also receive a one-time $200 base wage adjustment, which shall be added to their annual base wage rate. For such Employees, the $200 adjustment shall be applied prior to calculating the three percent (3.0%) salary rate increase provided above.

Effective July 1, 2028, upon reappointment or anniversary date, the Employee will receive a salary rate increase of no less than three percent (3.0%).

The following language (**additions in Bold**) to Article 5, Section 3 Compensation of the Agreement:

Section 7. If a Postdoctoral Research Scientist/Scholar with the prior approval of their Department Chair, Director, and/or Dean, seeks and is awarded an extramural grant resulting in a change of title to Postdoctoral Research Fellow, the University shall provide a supplement such that the total compensation paid to the Fellow is at least equal to the Fellow's compensation rate prior to the award. Prior to applying for or accepting an extramural grant, the Postdoctoral Research Scholar/Scientist may request a meeting with their Principal Investigator and Human Resources to discuss the changes in their employment status and benefits eligibility resulting from the extramural grant's stipulations.

In the event that a benefits-eligible Postdoctoral Research Scholar/Scientist accepts a position as a Postdoctoral Research Fellow and has satisfied the two-year waiting period for the University's retirement contributions, the University shall provide a one-time lump sum payment in the amount of $3,500 for each twelve (12) month period they remain in the title of Postdoctoral Research Fellow. The intention of this payment is to support the Postdoctoral Research Fellow's long-term financial planning. Postdoctoral Research Fellows shall be solely responsible for any tax implications, and

DLP

M2

the University makes no representations regarding tax obligations or consequences that may arise from this payment.

A Postdoctoral Research Fellow at the University who would have satisfied the two-year waiting period for the University's retirement contributions if the Fellow were to then accept a position as a Postdoctoral Research Scholar/Scientist instead accepts a position to remain in the title of Postdoctoral Research Fellow, the University shall provide a one-time lump sum payment in the amount of $3,500 for each (12) month period they remain in the title of Postdoctoral Research Fellow. The intention of this payment is to support the Postdoctoral Research Fellow's long-term financial planning. Postdoctoral Research Fellows shall be solely responsible for any tax implications, and the University makes no representations regarding tax obligations or consequences that may arise from this payment.

Replace Article 5, Section 8 with the following:

Section 8: Compensation shall not be reduced solely as a result of this Agreement.

(a) The minimum annual compensation for the below classifications for those employees hired on or after ratification, shall be as follows:

Associate Research Scientist/Scholar

Year	Minimum Salary
After ratification	$81,000
July 1, 2027	$82,000
July 1, 2028	$82,500

Postdoctoral Research Scientist/Scholar

Year	Minimum Salary
After ratification	$74,000
July 1, 2027	$74,500
July 1, 2028	$75,000

Postdoctoral Research Fellow

Year	Minimum Salary
After ratification	$74,000
July 1, 2027	$74,500
July 1, 2028	$75,000

Remove Article 5, Section 9.

SIDE LETTERS

Side Letter: Between Columbia Postdoctoral Workers-UAW Local 4100 and Columbia University Regarding a ~~**Relocation**~~ Payment for Newly Hired Employees

All newly hired Employees (excludes title changes) on or after **ratification** will receive a one-time ~~**relocation**~~ payment in the amount of **$1,800** dollars subject to applicable taxes and withholdings.

Side Letter: Between Columbia Postdoctoral Workers-UAW Local 4100 and Columbia University Regarding the Hardship Support Fund

Effective **upon ratification**, the University shall establish a Hardship Support Fund to assist Employees with a temporary hardship due to an unexpected medical emergency (e.g., medical, dental, and vision expenses for themselves or their covered dependents causing financial hardship) or other unanticipated expenses causing financial hardship, **in addition to appointment-related expenses.** Hardship Support Fund awards are grants that reimburse actual expenses. These awards are not loans and are not repaid.

The Hardship Support Fund will be a total **$650,000** for the **3**-year term of the Agreement. Distribution of money from the Hardship Support Fund shall be made in accordance with the policies, procedures and requirements established by the Office of Postdoctoral Affairs (OPA) with input from the Union. The Hardship Support Fund will reimburse Employees for up to **$5,000** per academic year (July 1 to June 30). Each request is considered on its own merits, and not all requests will be funded. Any determinations made by the University concerning the eligibility of Employees or the distribution of funds shall not be grievable. At the conclusion of each academic year, the Union and the OPA will evaluate the utilization of the Hardship Support Fund.

The Hardship Support Fund is limited. Any money remaining in the Hardship Support Fund at the expiration of the Agreement will not be rolled over into the Hardship Support Fund of the subsequent collective bargaining agreement if such account continues.

Side Letter: Between Columbia Postdoctoral Workers-UAW Local 4100 and Columbia University Regarding the Increase in Childcare Lump Sum Payment

As advised during 2023 negotiations and consistent with Article 3 and Article 4, the annual childcare lump sum payment **is** ~~**will be increasing to**~~ a total of $5,000, effective January 1, 2024.

If, during the term of this Agreement, the University increases the annual childcare lump sum payment provided to Officers of Research, the annual childcare lump sum payment provided to eligible Employees covered by this Agreement will be increased to the same amount.

Side letter: Between Columbia Postdoctoral Workers-UAW Local 4100 and Columbia University:

Upon the ratification of this Agreement, the Union agrees to withdraw without prejudice the Unfair Labor Practice Charge filed against the University with the NLRB dated September 21, 2026.

GRIEVANCE AND ARBITRATION
Article 9

Changes in Bold to Article 9, Grievance and Arbitration, Section 4.B of the Agreement:

Section 4:

B. Selection of the Arbitrator: Grievances appealed to arbitration shall be heard by one of the following arbitrators who will serve on a rotating basis in the following order: **Julie A. Torrey, Jacquelin F. Drucker,** and Stuart Bauchner.

INTERNATIONAL EMPLOYEES
Article 12

The following language (**changes in Bold**) to the sections listed below in Article 12, International Employees of the Agreement:

Section 6:

The University will make best efforts to timely complete work authorization documentation for which the University is responsible, so that Employees do not experience delayed start dates, paychecks or benefit coverage. **Upon request, the University will make reasonable efforts to identify any outstanding documentation required from the University or the Employee.**

Section 8:

The University will make best efforts to timely process visa paperwork for which the University is responsible. Employees may contact the International Students & Scholars Office (ISSO) for questions concerning visa processing. **When delays may impact employment, in an effort to facilitate timely administrative processing, the University may request the Premium Processing Fee option, subject to Department's approval.** The Union may raise concerns regarding timely processing to Labor Relations.

Employees may request a DS-2019 form for the maximum allowable duration, subject to funding availability/support and at the sole discretion of the University. The duration of the DS-2019 is determined in accordance with applicable immigration regulations, including the requirement to document sufficient financial resources to support participation in and completion of the J-1 Exchange Visitor Program. Any determination regarding the DS-2019 shall not be subject to the grievance and arbitration procedure. Nothing in this Section guarantees any particular visa classification, visa duration, sponsorship period, DS-2019 duration, appointment or funding duration, or government processing outcome.

Section 9:

Upon an Employee's request, ISSO and/or the corresponding Human Resources office will meet with the Employee to discuss their visa status**, visa type** and arrangement.

Section 10:

The total reimbursement amount per request shall not exceed **$1,500**. Employees remain solely responsible for all expenses exceeding the reimbursement amount or expenses that are not directly connected to entry visa stamp renewals.

Section 11**:**

Employees may request employment verification or other documentation necessary to support immigration-related applications or proceedings.

Section 12:

Employees shall be entitled to five (5) paid days for administration of visa stamp renewals. The use of additional vacation days shall not be unreasonably denied.

Section 13:

While it is acknowledged that the University does not provide Employees with legal advice, the University's ISSO will provide online a list of legal resources including immigration attorneys and organizations that the Employees can contact if they are in need of legal advice.

ARTICLE 14

Remove the following Side Letter:

SIDE LETTER Between Columbia Postdoctoral Workers-UAW Local 4100 and Columbia University Regarding Diversity in Hiring Practices and Inclusivity in the Workplace

Changes in Bold to Article 14, Joint Union-Management Committee of the Agreement:

A joint Union-Management Committee ("Committee") shall be formed to discuss the administration of this Agreement and other related matters, **including promoting a welcoming workplace environment for all Employees across all the campuses, and also access to gender neutral bathrooms.** This Committee shall not discuss active grievances. This Committee will consist of up to five (5) members on each side. Meetings will be held on a quarterly basis at mutually agreed upon times. By mutual agreement, the parties can schedule an additional meeting or cancel a meeting. Agendas shall be mutually agreed upon at least five (5) business days prior to the meeting. The parties will designate their own representatives to the Committee.

APPOINTMENTS
ARTICLE 2

The following language (**changes in Bold**) to Appointments, Article 2 of the Agreement:

Section 4: The University will provide Employees with a letter of appointment. The University shall make reasonable efforts to provide an initial letter of appointment **or a letter of reappointment** at least sixty (60) days in advance of the start date **or reappointment date.** All letters of appointment or reappointment shall be provided no later than the start date of the appointment or reappointment.

DD AT

LEAVES OF ABSENCE
ARTICLE 15

The following language (**changes in Bold**) to Article 15, Leaves of Absence of the Agreement:

C. New York State Paid Family Leave: The University shall comply with the New York State Paid Family Leave Law ("NYSPFL"). Under current NYSPFL, full-time Employees who have worked at least twenty-six (26) consecutive weeks are eligible for partial paid leave (up to **twelve** (**12**) weeks in **2026** at **67%** of the average weekly wage, up to the maximum benefit) to bond with their child during the first twelve months after the child's birth, adoption or foster care placement.

COPYRIGHT AND INTELLECTUAL PROPERTY
ARTICLE 6

Changes in Bold to Section 4., Article 6, Copyright and Intellectual Property of the Agreement:

Section 4: **Upon Request,** the University will ~~**convene a meeting, and**~~ meet, as needed, with ~~**Columbia Tech Ventures and/or other appropriate**~~ University representatives and representatives from the Union to discuss and answer questions and bring suggestions about the University's Copyright and Intellectual Property policy. ~~**The initial meeting will occur within 90 days of the date of ratification.**~~

EFFECTIVE DATE AND DURATION
ARTICLE 29

The following language (**changes in Bold**) to Article 29, Effective Date and Duration of the Agreement:

Except as otherwise provided herein, this Agreement shall be in full force and effect for the period commencing upon ratification and ending **June 30, 2029**.

ADMINISTRATIVE CLEAN-UP

Remove for administrative clean-up purposes the following paragraph from the end of Article 1, Recognition of the Agreement:

The parties acknowledge that the University appoints individuals to the Postdoctoral Research Fellow title who receive all of their stipend or salary directly from an external agency. The parties agree to establish a committee to determine the extent to which the parties can engage in collective bargaining with respect to these individuals' terms and conditions of employment. The first meeting will take place no later than ninety (90) days following ratification of the collective bargaining agreement. This provision shall not be construed to discontinue offering access to University employment benefits or supplemental compensation for such individuals.

NON-DISCRIMINATION
ARTICLE 18

The following language (**changes in Bold**) to Article 18, Non-Discrimination of the Agreement:

Section 1: **Preamble**. Columbia University is committed to providing a learning, living, and working environment free from unlawful discrimination and harassment and to fostering a nurturing and vibrant community founded upon the fundamental dignity and worth of all of its members. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment.

Section 2: **Prohibition of Discrimination and Harassment.** In accordance with applicable laws, it is the policy of the University not to tolerate unlawful discrimination or harassment in any form and to provide those who feel that they are victims of discrimination with mechanisms for seeking redress. Columbia University prohibits any form of discrimination and harassment, **including sexual harassment**, against any person on the basis of age; **alienage** or citizenship or immigration status; **arrest or conviction record; caregiver status**; **caste**; color; **credit history**; creed; disability; **familial status**; genetic predisposition or carrier status; gender; **gender expression**; gender identity; **lactation accommodation**; marital status; partnership status; national origin **(including shared ancestry, ethnic characteristics, or citizenship or residency in a country with a dominant religion or distinct religious identity)**; pregnancy; race; religion; **salary history**; sex; sexual orientation; **sexual or reproductive health decisions**; status as a victim of domestic violence, **stalking, or sex offenses**; unemployment status; **veteran or active** military status; or any other protected characteristic as established by law. This principle of equal employment opportunity applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, termination and all other terms and conditions of employment.

DD as

Neither the University nor the Union shall unlawfully discriminate against or in favor of any employee because of membership in the Union and/or activities on behalf of the Union as protected by the National Labor Relations Act.

Section 3: **Prohibited Conduct.** Columbia University's ***Anti-Discrimination and Discriminatory Harassment Policies & Procedures for Faculty & Staff*** **("Faculty and Staff ADDH Policies")**, which defines prohibited conduct, can be found on **the University's Office of Institutional Equity ("OIE") website.** The University annually reviews its policies in consideration of new guidance or regulations, and experience. Representatives of the bargaining unit may meet with appropriate University officials during such review.

Section 4: **Complaints.** Complaints alleging conduct that violates the University's **Faculty and Staff ADDH Policies** will be processed through **OIE's Faculty and Staff ADDH procedures.** The University encourages those who believe that they have experienced discrimination, harassment or other prohibited conduct to bring their concerns to the University's attention immediately. The University does not limit the time for submitting a complaint of prohibited conduct, but strongly urges the immediate reporting of complaints or concerns. Early reporting and intervention have proven to be the most effective method of resolving actual or perceived incidents of discrimination and/or harassment. The University's ability to investigate and respond effectively may be reduced with the passage of time.

The University is committed to making best efforts to ensure that complaints are resolved as expediently and efficiently as possible and will devote the resources needed to achieve this commitment. To that end, complaints will be reviewed immediately by **OIE** to determine whether Title IX applies. **Notably, in accordance with the Faculty and Staff ADDH Policies, Employees who are complainants or respondents may be accompanied by one advisor of their choice during any meeting with OIE** and will be so advised in writing by OIE**. The single advisor may be an attorney-advisor, union representative, or other advisor.**

A. If **OIE** determines that Title IX applies, the Employee will be notified of that determination within five (5) business days of the filing of the **formal Title IX** complaint. **At the Employee's discretion, the Employee may advise the Union of the determination. Appeals of dismissals of the formal Title IX complaint** will **be** presented to an expert in the field who has been mutually agreed upon by the Union and the University in advance; the decision, which will be final, will be presented to the Employee within ten (10) business days of the **filing of the appeal or response to the appeal, if any**. For complaints that involve Title IX, the Union may proceed to arbitration only after the **OIE** process is complete, including exhaustion of the **OIE** appeal process.

B. For complaints that do not involve Title IX, the Union may proceed to arbitration under Article 9 [Grievance and Arbitration] if the matter is not resolved by **OIE** within seventy-five (75) days of **an intake meeting with the complainant**. As complaints often require extensive review and vary in complexity, the Union shall not unreasonably deny requests by the University to extend the seventy-five (75) day period. The following factors will be

DLD AS

relevant to the reasonableness of such a request: the nature and duration of the conduct complained of; **the extensiveness of the fact-gathering process;** the number of complainants; the number of potential witnesses identified by the complainant and respondent; the availability and location of witnesses, including the complainant and respondent; the extent and availability of documents (including emails and text messages) that must be reviewed.

C. Once an investigation is commenced and until a written finding is rendered, the **Employee** or the University may request a status report after sixty (60) days and every thirty (30) days thereafter. This report will include an estimate of the additional time required to complete the process.

D. Where appropriate, **in coordination with the complainant, OIE** will implement interim measures as provided for in the **Faculty and Staff ADDH Policies. At any time after receiving a complaint or report of prohibited conduct, interim measures may be imposed, based on the totality of the circumstances known at the time, to protect the safety of all parties involved, to prevent the escalation of conflict, to mitigate any risk of further immediate harm, or to protect the integrity of the resolution process while the process remains ongoing.** The University shall have discretion regarding the specific measures. In the event the Union believes that the interim measures provided are insufficient, it may appeal directly to the Provost or a University official designated by the Provost.

E. Consistent with **the Faculty and Staff ADDH Policies** and this Agreement, the parties shall meet to make good faith efforts to reach potential resolutions or settlements.

F. Retaliation against any individual who complains of a violation of the **Faculty and Staff ADDH Policies** or who otherwise participates in the investigation of an alleged violation is strictly prohibited.

Section 5: If the current Title IX regulations are modified or overturned, the University or the Union may reopen and bargain over Section 4 of this Article.

Section 6: The **Faculty and Staff ADDH Policies** process shall not be subject to collective bargaining. The Union may propose to supplement that process, so long as such proposal does not conflict with the **Faculty and Staff ADDH Policies** process.

Section 7: **Columbia is committed to ensuring an environment for learning, research, living, and working that does not tolerate bullying and abusive conduct.** Employees who believe that they have been subjected to **bullying and abusive conduct** should discuss their concerns with their immediate supervisor, human resources, or **report the instance to the University** compliance hotline **(https://compliance.columbia.edu/hotline).** Retaliatory treatment of any Employee for reporting such concerns in good faith is strictly forbidden.

Complaints of bullying and abusive conduct will be reviewed by the Alliance for Wellbeing, Accountability, & Respectful Engagement (AWARE) office, which

DLD

AZ

provides a centralized, transparent, and coordinated approach to preventing and addressing bullying and abusive conduct. Complaints of bullying and abusive conduct not covered by **the University's Faculty and Staff ADDH Policies or other established University policies and processes will be addressed by AWARE.** If an Employee is dissatisfied with the results of **the AWARE process**, the Union may proceed to arbitration under Article 9 [Grievance and Arbitration] only after the established **AWARE** process is complete.

Side Letter: Between Columbia Postdoctoral Workers-UAW Local 4100 and Columbia University Regarding Anti-Bullying Initiative

A. The University has adopted the definition **of Abusive Conduct/Bullying** as part of its Anti-Bullying Initiative located at **https://provost.columbia.edu/content/anti-bullying-initiative-definition-abusive-conduct-bullying for the implementation of The Columbia University Alliance for Wellbeing, Accountability, & Respectful Engagement (AWARE).**

The Union may request a meeting six (6) months following ratification of this Agreement with the University to discuss the effectiveness of the AWARE process.

COLUMBIA UNIVERSITY

IN THE CITY OF NEW YORK

LABOR RELATIONS

October 20, 2026

To the extent required by law, upon request by the UAW-International representative of the Union, the University shall provide home address information on file for employees in the CPW-UAW Local 4100 bargaining unit.

_____

Daniel L. Driscoll
Vice President and Chief Human Resources Officer

IN WITNESSETH WHEREOF, the Union and the University have signed this Agreement this **20th** day of **October 2026.**

Agreed to:

CPW-UAW LOCAL 4100

By: _____
Andrew Little
President

Negotiating Committee

_____
_____
_____
_____
_____
_____
_____
_____
_____
_____

THE TRUSTEES OF
COLUMBIA UNIVERSITY
IN THE CITY OF NEW YORK

By: _____
Daniel Driscoll
Vice President – Human Resources

Negotiating Committee

_____
_____
_____
_____
_____
_____
_____
_____
_____
_____