

STATUS OF CPW-UAW AND COLUMBIA CONTRACT NEGOTIATIONS AS OF AUGUST 31, 2023

| Issue | Current Agreement | Columbia Offer | Union Demand | Peers* |
|----------------------------|---|---|---|---|
| <p>Compensation</p> | <p>Postdoc minimum: \$60,000</p> <p>ARS minimum: \$66,100</p> | <p>Postdoc minimum: \$65,000</p> <p>ARS minimum: \$71,606</p> <p>8.33% initial increases in minimums and minimums increase each year.</p> <p>Note: Pls can always pay more than the minimum</p> | <p>Postdoc minimum: \$75,000</p> <p>ARS minimum: \$89,076</p> <p>35% initial increase for Postdocs; 25% initial increase for ARSs</p> | <p>Harvard, Yale, MIT, Princeton, Penn: \$65,000</p> <p>Mt. Sinai: \$60,421 (currently negotiating first union contract)</p> <p>NYU Grossman: \$60,000 as of 12/1/22</p> <p>Weil Cornell: \$58,500</p> <p>MSKCC: \$63,000 current; \$70,000 as of 1/1/24</p> <p>Rockefeller: \$70,000 as of 7/1/23</p> <p>HHMI: \$70,000 as of 4/9/23</p> |

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|--|---|--|---|----------------------------------|
| Annual Increases | At least 2.5% increase each year of the agreement | At least 3% increase each year of the agreement | At least 6.5% increase each year of the agreement. Annual COLA lump sum adjustment in addition | Determined yearly by institution |
| Retroactive Pay | N/A | July 1, 2023 | July 1, 2023 | N/A |
| Post Doctoral Fellow Retirement Benefits | None | \$3,500/year (after 2-year waiting period) | \$5,000/year of fellowship | None |
| Childcare | Per family: \$4,000/year | Per family: \$5,000/year | Per child: \$10,000/year | Per family: up to \$4,000/year |
| Housing Supplement | None | Hardship fund to support housing emergencies | \$7,500 per employee per year | None |
| Hardship Fund for Medical and Housing Emergencies | None | \$400,000 over life of contract (central University funds) | \$250,000 per year of contract | None |
| International Employee Support | None | \$1,250 for visa stamp renewal | Agreed | None |
| Relocation Support | None | \$1,500 | Agreed | None |

*Peer compensation listed is for Postdocs.

| TENTATIVE AGREEMENTS POST-EXPIRATION | |
|---|----------------|
| INTERNATIONAL EMPLOYEES | TA August 14 |
| WORKSPACE AND MATERIALS | TA August 14 |
| SIDE LETTER - DIVERSITY IN HIRING/INCLUSIVITY IN WORKPLACE | TA August 14 |
| COPYRIGHT AND INTELLECTUAL PROPERTY | TA August 1 |
| PROFESIONAL DEVELOPMENT | TA August 1 |
| RESEARCH INTEGRITY | TA August 1 |
| RECOGNITION | TA July 31 |
| TENTATIVE AGREEMENTS PRIOR TO JUNE 30 EXPIRATION | |
| GRIEVANCE AND ARBITRATION | TA |
| HOLIDAYS | TA |
| JOB POSTING | TA |
| UNION ACCESS, RIGHTS AND ACTIVITIES | TA |
| UNION DUES | TA |
| VACATIONS | TA |
| SIDE LETTER - ABUSIVE AND INTIMIDATING BEHAVIOR | TA |
| AGREEMENTS TO EXPIRING CONTRACT LANGUAGE | |
| HEALTH AND SAFETY | TA – no change |
| DISCHARGE AND DISCIPLINE | TA – no change |
| EMPLOYMENT FILES | TA – no change |
| JOINT UNION-MANAGEMENT COMMITTEE | TA – no change |
| LEAVES OF ABSCENCE | TA – no change |
| MANAGEMENT RIGHTS | TA – no change |
| NO STRIKE/NO LOCKOUT | TA – no change |
| NON-DISCRIMINATION | TA – no change |
| SEVERABILITY | TA – no change |
| TRAINING AND ORIENTATION | TA – no change |
| TRAVEL | TA – no change |
| WORKLOAD | TA – no change |