

Text color legend

Text in black - our current contract language

Text in red - changes to current language proposed by CPW

Text in green - changes to current language tentatively agreed by Columbia's Administration and CPW

Package Proposal to Columbia University

The Union presents the following package proposal. If the University does not accept this package as proposed, the Union reserves the right to make different proposals on these topics. The package includes the following proposed articles.

- ARTICLE 2: APPOINTMENTS - [Revised: July 31, 2023](#)
- ARTICLE 3: BENEFITS - [Revised: July 31, 2023](#)
- ARTICLE 4: CHILDCARE - [Revised: July 31, 2023](#)
- ARTICLE 5: COMPENSATION - [Revised June 31, 2023](#)
- ARTICLE 29: EFFECTIVE DATE AND DURATION - [Revised June 31, 2023](#)

The Union reserves the right to add to, modify or delete this proposal.

ARTICLE 2
APPOINTMENTS
Revised: July, 31 2023

Section 1: It is within the University's sole discretion to appoint, reappoint or not reappoint Postdoctoral Scientists/Scholars, Postdoctoral Research Fellows, and Associate Research Scientists/Scholars ~~and to determine the duration of such appointments.~~

Section 2: Appointments and reappointments are for one (1) year, unless the University ~~and the Union agrees determine~~ that circumstances require otherwise.

Section 3: The appointed positions covered by this Agreement are:

Associate Research Scientists/Scholars, as defined in the ~~current~~ 2008 Faculty Handbook - ~~in effect at the inception of the first Agreement~~ - may be appointed for a term up to twelve (12) months, which is renewable. A longer period of appointment may be offered by the University. If an associate research scientist/scholar is not to be renewed, the University will provide notice of non-renewal ~~fivethree~~ (53) months prior to the end of the appointment term, where possible.

Postdoctoral Research Scientists/Scholars, as defined in the ~~current~~ 2008 Faculty Handbook - ~~in effect at the inception of the first Agreement~~ - may be appointed for a term up to twelve (12) months, which is renewable for up to a total period of service in any postdoctoral rank of three years. Further extensions of an appointment in this rank require the prior permission of the Provost. Extensions may be granted on an annual basis up to a maximum of two (2) additional years in any postdoctoral rank. The total duration of an individual's postdoctoral service may not exceed five years, including postdoctoral service at other institutions. If a postdoctoral research scientist/scholar is not to be renewed, the University will provide notice of non-renewal ~~fivethree~~ (53) months prior to the end of the appointment term, where possible.

Postdoctoral Research Fellows, as defined in the ~~current~~ 2008 Faculty Handbook - ~~in effect at the inception of the first Agreement~~ - and may be appointed for a term of up to twelve (12) months, which is renewable for up to a total period of service in any postdoctoral rank of three (3) years. Further extensions of an appointment in this rank require the prior permission of the Provost. Extensions may be granted on an annual basis up to a maximum of two (2) additional years in any postdoctoral rank. In contrast to postdoctoral research scientists and scholars, who are paid a salary, these officers usually receive fellowship stipends. ~~To qualify as a stipend, the funds must come from an external agency that has explicitly designated the payment as a fellowship or stipend. If the "fellowship" is funded from University sources, the individual is appointed as a Postdoctoral Research Scientist or a Postdoctoral Research Scholar (not a Postdoctoral~~

Research Fellow) and is paid a salary from which the University withholds for taxes. Prior to accepting an extramural grant, the new Employee or Postdoctoral Research Scholar/Scientist may request a meeting with Human Resources to discuss the effects ~~changes~~ in their employment status, ~~and~~ benefits eligibility and the option to be hired or stay as a Postdoctoral Research Scientist/Scholar if the funding agency allows.

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 at least sixty (60) days in advance of the start date. All letters of appointment or reappointment shall be provided no later than the start date of the appointment ~~or reappointment~~.

Section 5: An appointment ~~and reappointment~~ letter shall include:

- 1) appointment title,
- 2) beginning and end dates of the appointment, and a statement that the position is renewable (if applicable)
- 3) salary and/or stipend,
- 4) name of the anticipated supervisor,
- 5) department or academic/research unit,
- 6) contact information for departmental administrator,
- 7) anticipated work location,
- 8) brief summary of anticipated responsibilities,
- 9) notice that the appointment is covered by this agreement, with a URL for the agreement, and a URL for Union office contact.
- 10) URL for benefit information
- 11) URL for EOAA
- 12) URL for the Office of Postdoctoral Affairs (OPA)
- 13) URL for the International Students & Scholars Office ISSO)
- 14) a summary of professional development services including the right to an Individual Development Plan (IDP).

Section 6: The University will ensure that all administrative paperwork for appointments and reappointments is completed on time such that employees do not experience delayed paychecks or benefit coverage.

ARTICLE 3

BENEFITS

Revised: July 31, 2023

Section 1: Employees shall be entitled to ~~the same access to~~ healthcare and other benefits as per the University policies for Officers of Research and as required by law. The University reserves the right to modify benefits ~~after bargaining with the Union, and~~ provided that such benefits are substantially equivalent to those ~~currently provided. In the case of any modifications to the benefits by the University, the University shall notify the Union at least 30 days prior to the changes taking effect.~~

Section 2: All newly hired Employees (excludes title changes) on or after January 1, 2024 will receive a one-time relocation payment in the amount of \$1,500 dollars subject to applicable taxes and withholdings.

Section 3: **Housing supplement:** The University will pay an annual housing supplement of \$7,500 to each employee.

Section 4: **MTA/Transportation reimbursement:** The University will provide financial coverage for a monthly unlimited MTA pass to each Employee or the equivalent amount for any commuting related expense.

Section 5: Effective January 1, 2024, 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 causing financial hardship for themselves or their covered dependents). 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 \$250~~150~~,000 for ~~each year for~~ the 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) ~~and agreed with the Union.~~ The Hardship Support Fund will reimburse Employees for up to \$5,000 per academic year (July 1 to June 30). Expenses must be incurred within the current academic year to be reimbursed. ~~No carryover of expenses into the following year is permitted.~~ No reimbursements will be made during the prior academic year in the current academic year. 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 ~~as long as it follows the procedures and requirements mentioned above.~~ At the end of the academic year, the Union and the OPA will review the usage of the 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.

The Union reserves the right to add to, modify or delete this proposal.

ARTICLE 4

CHILDCARE

Revised: July 31, 2023

Section 1. The University will provide a \$10,000 child care subsidy to employees covered by this agreement. Employees may receive one child care subsidy per year for each child who is under the age of fourteen (14). If both parents are employees covered by this agreement, they both may apply individually for the child care subsidy.

Section 2. The University shall maintain at least equivalent access to current University sponsored backup childcare programs and other university-run childcare centers as for other officers of research.

Section 3. The University shall maintain an adoption assistance program, whereby employees shall be entitled to reimbursement for up to \$5,500 in expenses they incur for each child they adopt.

Section 4. The University shall provide an annual childcare lump sum payment to eligible Postdoctoral Research Fellows equivalent to that provided to Postdoctoral Research Scientist/Scholars.

ARTICLE 5
COMPENSATION
Revised July 31, 2023

Section 1: The University retains the sole discretion in determining the appropriate compensation for Employees, **except as specified in other portions of this article.**

Section 2: Nothing shall preclude the University from providing compensation at rates above those required in this Article. Such rates may be provided on appointment, reappointment, anniversary date, and/or as a merit increase.

~~Section 3: Effective July 1, 2021, if an Employee's salary or stipend is at or above the minimum level set forth below, upon reappointment or anniversary date, the Employee will receive a salary rate increase of no less than two and one-half percent (2.5%).~~

~~Section 4: Effective July 1, 2022, if an Employee's salary or stipend is at or above the minimum level set forth below, upon reappointment or anniversary date, the Employee will receive a salary rate increase of no less than two and one-half percent (2.5%).~~

Section 35: The provisions of this Article shall not apply to any Employee appointed on a grant that restricts that Employee's remuneration to only the pay received from the grant.

Section 46: When the requirements of the sponsoring agency exceed the terms of this Article, the requirements of the sponsoring agency shall control all salary/stipend adjustments.

Section 57: If the University provides a supplement to a Fellow such that the Fellow's total salary exceeds the minimums below, continuance or discontinuance of the supplement is at the sole discretion of the University, unless the supplement is necessary to meet the salary requirements of this article.

Section 68: 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.

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 \$5,000 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 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.

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Section 79: Compensation shall not be reduced ~~solely~~ as a result of this Agreement.

Section 8: Cost of Living Adjustment. Effective July 1st, 2023,

- a) The minimum annual compensation for a zero year experience Employee shall be:

	Minimum
Postdoctoral Research Scientists	
Postdoctoral Research Scholars	\$ 75,000
Postdoctoral Research Fellows	
Associate Research Scientists	\$ 89,076
Associate Research Scholars	

- b) If an Employee's salary or stipend is at or above the minimum level set forth above, upon reappointment or anniversary date, the Employee will receive a salary rate increase of three percent (3%), in addition to other yearly increases resulting from this article.
- c) For the duration of this contract, if the cumulative yearly percentage change in the Consumer Price Index for All Urban Consumers in the New York and New Jersey Metropolitan Area (CPI-U, available at <https://data.bls.gov/PDQWeb/cu>) is greater than the combined yearly increase of salary resulting from this section, the University shall provide a lump sum payment based on the Employee's base annual salary for that calendar year. The lump sum amount will be equivalent to the difference between the CPI-U percentage increase and the Employee's yearly increase.

Section 9: Cost of Living Adjustment. Effective July 1st, 2024.

- a) The minimum annual compensation for a zero year experience Employee shall be:

	Minimum
Postdoctoral Research Scientists	
Postdoctoral Research Scholars	\$ 77,250
Postdoctoral Research Fellows	
Associate Research Scientists	\$ 91,748
Associate Research Scholars	

- b) Effective July 1, 2024, if an Employee's salary or stipend is at or above the minimum level set forth below, upon reappointment or anniversary date, the Employee will receive a salary rate increase of three percent (3 %), in addition to other yearly increases resulting from this article.
- c) For the duration of this contract, if the cumulative yearly percentage change in the Consumer Price Index for All Urban Consumers in the New York and New Jersey

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Metropolitan Area (CPI-U, available at <https://data.bls.gov/PDOWeb/cu>) is greater than the combined yearly increase of salary resulting from this section, the University shall provide a lump sum payment based on the Employee's base annual salary for that calendar year. The amount will be equivalent to the difference between the CPI-U percentage increase and the Employee's yearly increase.

Section 10: Experience-based raises. For every year of experience, either at the University or in previous institutions, Employees shall have these minimum salaries increased by three and one-half percent (3.5 %) from the minimum set above, in addition to other yearly increases resulting from this article.

~~Section 10: The University shall create a ratification lump sum fund equivalent to two (2%) percent of FY20 payroll for all Employees on payroll as of the date of this Agreement. The fund will be distributed proportionally as directed by the Union among Employees who are at or above the new (July 1, 2020) minimums, or who are less than three and one-half percent (3.5%) below the new minimums. The lump sum percent rate for Employees who are less than three and one-half percent (3.5%) below the new minimums will be half the percent rate of Employees at or above the new minimums. The plan of distribution shall be presented in advance to the University and shall be fair, equitable and non-discriminatory. In no event shall the amount paid by the University exceed two (2%) percent of FY20 payroll for Employees. The lump sum will be paid within sixty (60) days following ratification of this Agreement.~~

ARTICLE 29
EFFECTIVE DATE AND DURATION

Except as otherwise provided herein, this Agreement shall be in full force and effect for the period commencing upon ratification and ending June 30, 202~~6~~³.

The University and the Union agree jointly to enter into discussions relative to a renewal of this Agreement no later than the sixtieth (~~12060~~th) day immediately preceding the termination date of the Agreement.