

Mount Sinai Bargaining Update

On Wednesday, March 8, Mount Sinai met with the Sinai Postdoctoral Organizing Committee (SPOC-UAW) for their 14th collective bargaining session. Mount Sinai presented the union with five counterproposals on Workload, Professional Development, Training, Employment Records, and Appointment Security.

Within these proposals, Mount Sinai continued to make concessions and movement in hopes of bringing the parties closer to reaching an agreement. For example, after hearing the union's position on Professional Development on Tuesday, February 21, Mount Sinai proposed language providing postdocs with a robust individual development plan program and opportunities for subsidized travel and registration for conferences with approval by their PI. The union presented counterproposals on Health and Safety, Appointments and Reappointments, Grievance and Arbitration, Union Access, Union Security, and Prohibition Against Discrimination and Harassment. The parties engaged in a robust discussion about a few of their counterproposals, including Workload, to try to get a better understanding of their respective positions. The parties also committed to finding additional dates and times for future bargaining sessions. Ultimately, the parties had a productive session and Mount Sinai looks forward to meeting again on Friday, March 17.

Mount Sinai is proud of the progress made thus far and shares the union's desire to reach a fair and equitable agreement as quickly as possible. That said, reaching a first collective bargaining agreement takes time, and Mount Sinai will continue to think thoughtfully about its proposals to ensure that any agreement reached makes sense for our community.

Although there are proposals that need to be further discussed and developed between the parties, Mount Sinai is optimistic that the parties will continue to make further strides over the coming weeks. We will continue to keep you updated on the bargaining process, including through a website we have set up at <https://icahn.mssm.edu/education/postdoc/supporting-our-postdocs> where these bargaining updates can be found. Please stop by and check it periodically. Should you have any questions, please feel free to contact either of us directly.