

Dear colleagues,

We hope everyone had a wonderful summer. We write to provide you with a few updates on our collective bargaining negotiations with the Sinai Postdoctoral Organizing Committee (SPOC-UAW).

Over the past six months, we have had 13 bargaining sessions with the union and, since the start of bargaining in October 2022, we have met with the union on 26 occasions. In recent sessions, we have made progress on several non-economic proposals. Specifically, we have reached seven tentative agreements on the following proposals: (i) Employment Records; (ii) Professional Development; (iii) Training; (iv) Workload; (v) Union Access and Rights; (vi) Intellectual Property; and (vii) Health and Safety.

There are a few non-economic proposals remaining, which include the parties' "Just Cause" package (i.e., a packaged proposal discussing Performance Reviews, Discipline and Dismissal, Probationary Period, Appointments and Reappointments, and Appointment Security), Grievance and Arbitration, Prohibition Against Discrimination and Harassment, and Union Security. We have had many discussions regarding these proposals in recent sessions, but to date we have not come to agreements on the language.

The parties' "Just Cause" package is one of the larger non-economic proposals remaining and a primary point of discussion is defining the terms of just cause terminations. Mount Sinai currently can terminate a postdoc for any reason upon three months' notice ("Three-Month Notice Termination Policy"). In an effort to move towards the union, we have proposed that Mount Sinai retain that right during an initial probationary period, after which a termination would require a showing of "just cause." The union, on the other hand, continues to insist on an agreement in which termination of any postdoc would require Mount Sinai to prove just cause. The parties have another bargaining session on Thursday, September 21, to discuss this package further.

On Tuesday, June 27, the union provided Mount Sinai with its economic proposal package. The union's package included 15 economic proposals discussing, among other topics, Housing, Benefits, Compensation, International Researcher Rights, Childcare, Parking and Transportation and Tax Assistance. Over the past few weeks, Mount Sinai has been conducting a comprehensive cost analysis to understand the costs and possible outcomes of implementing the union's current proposals. Based on this analysis, Mount Sinai is currently preparing responses to the union's economic proposals.

At our last session on Tuesday, September 12, Mount Sinai provided the union with four management proposals: (i) Management Rights; (ii) No Strike No Lockout; (iii) Policies and Procedures; and (iv) Force Majeure. These are standard provisions that appear in many collective bargaining agreements and preserve Mount Sinai's right to act in certain situations during the life of the agreement.

Additionally, as you may be aware, the union recently took a vote to authorize a potential strike. While we believe that any disagreements between the parties are best resolved at the bargaining table, we are mindful of our postdocs' right to strike under federal labor law. At our last session

on September 12, the Union did not mention any strike plans. However, today the union provided Mount Sinai with a 10-day notice for a one-hour informational picketing session (designed to publicize a bargaining dispute and not to induce postdocs to engage in a strike). This is scheduled for Thursday, September 28, from noon to 1 pm.

Finally, it has come to our attention that, although we have demonstrated our commitment to reaching a fair agreement, the union continues to make unfair accusations—both across the table and on their public platforms—regarding Mount Sinai’s supposed lack of dedication to the bargaining process. While we remain optimistic that an equitable agreement will be reached, it is important for Mount Sinai to set the record straight. To that end, we have provided responses to some of the union’s false accusations so that you can better understand the reality of these negotiations:

What the Union Says	The Truth
Mount Sinai is delaying the bargaining process—they have not responded to any of our economic proposals.	The union provided us with 15 economic proposals on June 27 covering a multitude of topics. Each of these economic proposals comes with its own financial implications. Over the past few months, <b>Mount Sinai has been conducting a comprehensive economic analysis</b> to assess the costs of the union’s proposal. Mount Sinai has committed to providing the union with a response to these proposals on Friday, September 29.
Mount Sinai is not moving towards the union on their counterproposals and is not bargaining in good faith.	Mount Sinai has made <b>significant movement</b> on many of its counterproposals to the union. For instance, we recently made a substantial move on Intellectual Property, allowing for postdocs to be listed as PIs on research grants and providing that issues pertaining to this process may go through the grievance procedure. <b>Mount Sinai’s movement on this proposal allowed the parties to come to a tentative agreement.</b> Conversely, the union continues to reject our compromises and issues proposals reiterating their original language. As an example, on September 12, the union reasserted their language in the parties’ “Just Cause” package and, for the second time, wholly rejected our proposal for a Probationary Period. The union has yet to provide us with a counterproposal on Probationary Period.
Mount Sinai is targeting international students and wants to “cause fear and confusion to discourage international postdocs from exercising our legal right to strike if we choose to do so.”	<b>This is not true.</b> Mount Sinai values and appreciates all of its postdocs. We respect and understand the postdocs’ right to strike and are committed to complying with the tenets of federal labor law. Within the confines of the law, however, Mount Sinai is permitted to inform both postdocs and PIs of how a strike could possibly affect our community.

Mount Sinai is proud of the progress made thus far and believes that it has provided the union with thoughtful responses that try to meet the needs of both parties. Throughout our bargaining sessions, the dialogue at the bargaining table has been respectful and professional, even when discussing points of contention. We share the union’s desire to reach a fair agreement and have approached each bargaining session with a positive outlook to demonstrate our commitment to

doing so. We remain optimistic that we 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.