

Mount Sinai Bargaining Update

Earlier today at our collective bargaining session, we provided a comprehensive package proposal to the Sinai Postdoctoral Organizing Committee that, if accepted, would among other things, make Mount Sinai postdoctoral fellows among the best-paid in New York City. In all material respects, our package proposal matches, if not exceeds, the terms of Columbia's recently ratified postdoc CBA (collective bargaining agreement), which was negotiated by the very same union representing our postdoctoral fellows.

Here are a few of the highlights of our package proposal:

- Increasing **minimum** salaries (upon ratification) to \$71,000 for new postdocs, and all the way up to \$78,500 for those postdocs with four years of experience. These amounts exceed Columbia's pay scale at both the low and high ends. This new minimum salary of \$71,000 in the first year represents a >21% increase over the current minimum.
- We offered to memorialize our current housing benefit—a guaranteed housing offer to postdocs for three years—into the contract. **Columbia's contract does not include a housing benefit at all**, and no other institution in the city provides the same guarantee we do. In addition, we accepted the union's proposals to cap rent increases at 2 percent per year, delay issuing the first rental payment and security deposit until postdocs receive their first two paychecks, and create a Postdoctoral Housing Committee to discuss all postdoctoral housing concerns.
 - We offered six weeks of paid parental leave and other types of time off.
 - In addition, we offered funding towards a postdoc's retirement through salary increases for postdocs who have completed two years of service as a postdoctoral fellow at Mount Sinai—which matches Columbia's contract.
 - We have also offered to reimburse international postdocs up to \$1,250 for expenses incurred as a result of the visa stamp renewal process.
 - We have increased the number of vacation days for postdocs from 15 to 20 days. If accepted, this would provide postdocs with an extra week's worth of vacation.
 - Further, our proposal would provide postdocs with an additional four personal days to be used at their discretion.
 - Additional economic proposals include relocation benefits, tax assistance, and wellness measures.

We have learned a lot since the contract negotiations began a little over a year ago. Over the 32 bargaining sessions to date, you have told us what is important to you and we have done our best to address your needs. Our comprehensive package proposal today addresses and responds to all outstanding issues in the negotiations and, if accepted, would allow us to reach a full agreement. We believe our package proposal will keep Mount Sinai competitive with its peers and allow our postdocs to thrive over the length of the contract.

In an effort to expedite this process, our offer will remain on the table available to be accepted

by the union until Wednesday, December 20. If the union fails to accept this proposal by that date, Mount Sinai will withdraw this package and will revert to Mount Sinai's proposals that were on the table prior to us presenting this package. We are prepared to use our next bargaining session on Tuesday, December 12, as a forum for the union to ask any and all questions that it has, so that we can explain our position prior to the expiration of this package deal on December 20.

We look forward to a positive response from the union and hope for rapid finalization of a contract which, as noted above, will bring a >21% increase in minimum salary to our postdocs before the end of the year.