

Mount Sinai Bargaining Update

As you know, we have been in collective bargaining negotiations with the Sinai Postdoctoral Organizing Committee (SPOC-UAW) for a few months and have continued to make good progress in recent weeks.

On Wednesday, February 8, the parties met to discuss the Union's Intellectual Property proposal. Mount Sinai invited the President of Mount Sinai Innovation Partners (MSIP), Erik Lium, PhD, to join the conversation and explain Mount Sinai's current intellectual property policies. During this session, both sides discussed their respective goals and the details surrounding key issues such as licensing, distribution, and ownership of important intellectual property. Mount Sinai also presented five counterproposals including Employment Records, Grievance and Arbitration, Workspace and Materials, Union Access and Rights, and an updated Intellectual Property proposal. Shortly after this session, the parties reached a tentative agreement on Workspace and Materials, bringing the total number of tentative agreements to six.

On Tuesday, February 21, the parties had a full bargaining session. Mount Sinai responded to the Union's final three counterproposals still outstanding, which were Health and Safety, Union Security, and the Prohibition against Discrimination and Harassment. At this point, Mount Sinai has responded to all of the Union's 18 initial language proposals and awaits the Union's responses. The Union asked questions on some of Mount Sinai's proposals and presented five counterproposals on Appointment Security, Workload, Professional Development, Employment Records, and Training. Mount Sinai is considering the Union's most recent interim housing proposal and intends to respond more fully soon.

The parties are scheduled to meet again on Wednesday, March 8, where we plan to respond to the Union's questions and latest counterproposals. As we explained to the Union, we are committed to working with the postdocs to reach a fair agreement as quickly and efficiently as possible and remain open to additional, smaller meetings when both parties' schedules allow.

We are proud of the work we have done together thus far and continue to look optimistically towards the future. 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.