

Mount Sinai Bargaining Update

This past Friday, Mount Sinai again met with the Sinai Postdoctoral Organizing Committee (SPOC-UAW) to continue negotiations over a collective bargaining agreement. Through the continued efforts and commitment from both sides, we were able to arrive at a tentative agreement (TA) on job postings, making a total of five TAs reached to date. Additionally, Mount Sinai presented counterproposals on the following seven topics: union security, prohibition against discrimination and harassment, intellectual property, workspace and materials, professional development, training, and employment records. We look forward to continuing to make progress on these and other topics. In particular, we await the union's proposals related to salary and benefits.

Mount Sinai plans to respond to the union's outstanding responses and questions on the remaining non-economic proposals currently on the table—including articles on appointments and reappointments, discipline and dismissal, and grievance and arbitration—in short order. Again, both parties remain eager to reach a final, equitable agreement as quickly as possible, and have demonstrated their commitment to doing so. However, as we have explained, this is a time-intensive process that requires careful and deliberate consideration.

The parties will next meet for a full, formal bargaining session on Wednesday, February 1. Mount Sinai has proposed two additional dates in February: one for a potential small committee meeting to home in on particular issues that the parties can hopefully work through and resolve, and the other a full committee session. 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 check it periodically. Should you have any questions, please feel free to contact either of us directly.