

May 17, 2024

Robert A. Harrington, M.D.  
Dean, Weill Cornell Medicine  
1300 York Avenue  
New York, NY 10065

Dear Dean Harrington:

We, the undersigned WCMPU-UAW supporters, write to share our thoughts about the start of our negotiations with Weill Cornell Medicine, and the urgency we hope to see in the bargaining process.

In February, a majority of us voted to ratify our initial bargaining goals with 100% approval. This result builds on our 99% yes vote to form our union, and provides a strong mandate for needed improvements to our working conditions at Weill Cornell Medicine. Postdocs at WCM's peer institutions in New York City have recently won such improvements, reflecting the value they bring to their institutions in stronger job stability, workplace protections, and pay and benefits.

Unfortunately, during this period WCM has fallen behind—undermining both the School's ability to attract the most talented researchers, and our ability to focus on doing the cutting-edge research that brings nearly half a billion dollars in NIH grants to WCM every year. We therefore appreciate that WCM has articulated a desire to agree on a full contract in a timely manner by working from articles based on those won by postdocs at other NYC institutions.

In this spirit, we wish to draw attention to concerning trends in several areas that could affect the pace of bargaining. In particular, we are aware that WCM has proposed weakening certain protections below their equivalents at Mount Sinai and Columbia. WCM has yet to provide responses to many of our proposed articles, despite their standard nature and multiple weeks between sessions. Finally, we are concerned by WCM's refusal to provide more than one session in June, leading to a six week gap which may needlessly slow the process.

It is our hope that by raising these issues at this stage, we can avoid unnecessary delays or disruption to our research at WCM. We therefore urge Weill Cornell Medicine to:

1. Reach fair agreements on basic rights and protections that build on the standards set by unionized postdocs at Mount Sinai and Columbia.
2. Provide timely responses to proposed articles in order to reach agreements in these areas without delays.
3. Bargain intensively with our representatives to reach a fair agreement, including scheduling additional sessions through the spring and summer.

Signed,

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