

May 20, 2024

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Re: Postdoc Bargaining Progress

Dear Mr. Deane:

We have received the letter sent by the Weill Cornell Medicine Postdoctoral Union (the “Union”) on May 17, 2024 to Dean Harrington regarding Weill Cornell’s progress at the collective bargaining table. On behalf of my client, please find a response below.

First, we value what we believe is the positive, productive and amicable relationship we have fostered between Weill and the Union. We are proud of the progress that we have made in just three bargaining sessions and appreciate the time and effort that the Union has dedicated in providing us with a majority of its non-economic proposals early on in our bargaining process. We want to make clear that we share your goal of reaching a fair and equitable agreement as quickly as possible and believe that we are on track to doing that.

On May 15th and 17th, we provided the Union with a packet of 11 counterproposals in advance of our next session on May 21st to allow time for the Union to prepare responses prior to the session, which we hope will further accelerate our progress. We believe we are very close on many of these proposals and, as shown in our proposals, we have accepted a significant portion of the Union’s proposed language, even in cases where your proposals deviated from other NYC-based postdoctoral CBAs. Our hope is to be able to tentatively agree to a large majority of these articles during tomorrow’s session so that the parties can focus on the outstanding non-economic proposals, and eventually move on to economics.

We also heard and understand the Union’s concerns as to the scheduling of future sessions. As explained during our session on May 1st, we have been trying to maximize our time together at the table by scheduling each bargaining session for approximately four hours. However, securing these large blocks of time has proven difficult given the very busy schedules of the members of our management bargaining committee. Given these complexities, on May 1st, we promised the Union that we would try to find additional times throughout May and June to allow the parties to meet more frequently, but mentioned that the sessions may need to be of a shorter duration. Additionally, as I mentioned during our last session, we would see if we could extend the length of our existing sessions as well as attempt to find additional dates for the parties to meet. See below for an updated slate of dates and times:



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- (i) May 21st from 9:00 – 1:45pm (please note that this would extend our initially scheduled bargaining session by 2.25 hours, ending at 1:45pm instead of 11:30pm);
- (ii) June 4th from 9:00am – 2:00pm;
- (iii) June 11th from 9:00am – 12:00pm;
- (iv) July 16th from 12:00pm – 4:00pm; and
- (v) July 30th from 12:00pm – 4:00pm.

Please let me know if you would like to discuss anything further.

Sincerely,

/s/ Steven J. Porzio

Steven J. Porzio

Cc: Corin Coetzee, Representative, UAW