

December 19, 2024

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

Dear Dean Harrington:

We, the undersigned Postdocs of Weill Cornell Medicine, would like to express our profound disappointment at recent developments in negotiations between WCMPU-UAW and WCM.

In November 2023, a supermajority of postdocs voted to form our union in order to make needed improvements to the status quo. One year later, WCM continues to lag behind other major institutions in New York City, not just on compensation, but also in areas like housing, paid time off and leave, and childcare, among many other sources of stress. This inadequate status quo also includes the threat of having our lives upended after being unfairly terminated without just cause within weeks of our arrival in New York City.

In September, our elected Bargaining Committee provided detailed, data-backed economic proposals along with our rationale for each change beyond the status quo and in line with other postdoctoral union contracts in New York City. **We were disheartened that after having made progress towards an agreement on par with that of other unionized researchers, the WCM administration's responses to these proposals were dismissive of the economic hardships we face at Weill Cornell Medicine.**

We want to continue conducting innovative research at one of the top institutions in the country. However, we refuse to sacrifice our quality of life and well-being to do so. **We want to avoid disruptions to our daily work but we will not wait indefinitely for a contract that includes improvements in all of these areas.**

We therefore urge your administration to reach a fair agreement without further delay that includes:

- **Basic rights and protections that are standard for unionized postdocs**, including enforceable protections against unfair termination for the duration of our appointments to increase stability, especially for international researchers
- **Enhanced benefits that make WCM more equitable and inclusive**, like childcare and paid parental leave, which address institutional barriers for postdocs with families, international workers, women, and other underrepresented groups
- **Economic improvements that make WCM more attractive to all postdocs**, including stronger salaries and greater support for affordable housing

Signed,

Ruth Agesta, Radiation Oncology

Almudena Aguilera Diaz, Microbiology & Immunology

Azliana Ahmad Jafri, Anesthesiology

Seohee Ahn, Brain & Mind Research Institute (BMRI)

Anuj Ahuja, Pathology & Lab Medicine

Jazmin Alarcon, Brain & Mind Research Institute (BMRI)

Anca Apavaloaei, Pharmacology

Jillian Arenz, Psychiatry

Anais Assouvie, Meyer Cancer Center

Paulo Ávila Gómez, Pathology & Lab Medicine

Shadi Azam, Population Health Science

Zeynep Bahadir, Pediatrics

Harmanjit Bansal, Microbiology and Immunology

Hilal Bashir, Pediatrics

Afaq Beigh, Medicine

Mehdi Benzaoui, Pharmacology

Sara Bernardo, Medicine

Shubha Bevkall Subramanyaswamy, Medicine

Aneel Bhagwani, Pulmonary and Critical Care Medicine

Sonika Bhatnagar, Biochemistry

Udayan Bhattacharya, Pathology & Lab Medicine

Abishek Bhattarai, Radiology

Norma Bloy, Radiation Oncology

Nathan Board, Medicine

Alice Bonato, Medicine

Joseph Bonica, Dermatology

Cristina Bono Tapp, Jill Roberts Center for Inflammatory Bowel Disease

Abhishek Bose, Medicine

Carlo Bosi, Radiation Oncology

Julia Brown, Pediatrics

Amanda Buch, Psychiatry

Guillermo Burgos Barragan, Meyer Cancer Center

Joshua Burton, Medicine

Laura Calvo Barreiro, Radiology

Jacob Cecil, Pharmacology

Manas Chakraborty, Biochemistry

Ujani Chakraborty, Pathology & Lab Medicine

Laura Chalencon, Psychiatry

Kaushiki Chatterjee, Medicine

Liming Chen, Biochemistry

Hao Chen, Appel Alzheimer's Disease Research Institute

Xuanrong Chen, Urology

Xi Chen, Medicine

Mengdan Chen, Medicine

Christopher Chin, Medicine

Julita Chlebowicz, Brain & Mind Research
Institute (BMRI)

Sungyun Cho, Pharmacology

Sayali Chowdhary, Cardiovascular Research
Institute

Bex Cole, Brain and Mind Research Institute

Giorgia Colombo, Hematology & Oncology

Jorge Contreras, Medicine

Mariela Cortés López, Medicine

Chelsea Crooks, Pediatrics

Tatiana Cruz, Cardiothoracic Surgery

Valentina Dal Pozzo, Neurological Surgery

Andrew Daman, Pathology and Laboratory
Medicine

Gregory Davis, Physiology and Biophysics

Jaime de Anda Barbosa, Medicine

Shuvra Debnath, Radiology

Xiaoxue Deng, Radiation Oncology

Aykut Deveci, Brain & Mind Research Institute
(BMRI)

Matthew Deyell, Physiology and Biophysics

Poonam Dhankhar, Physiology and Biophysics

Nicolas Di Siervi, Medicine

Tania Diaz, Pathology & Lab Medicine

Yiwen Ding, Surgery

Xiaohua Duan, Surgery

Zuhal Eraslan, Dermatology

David Falvo, Surgery

Giuseppe Fanelli, Pathology

Eric Fang, Radiology

Sarah Faulkner, Pharmacology

Hannah Federman, Pediatrics

Zhang Feng, Anesthesiology

Weixi Feng, Brain & Mind Research Institute
(BMRI)

Yilin Feng, Brain and Mind Research Institute

Isabella Ferreira, Medicine

Jacob Ferreira, Pharmacology

Justine Fiscoeder, Pharmacology

Yanbin Fu, Pediatrics

Natalie Fuchs, Radiology

Eri Fukumura, Biochemistry

Claudia Galassi, Radiation Oncology

Pamela Gallo, Biochemistry

Saravanan Ganesan, Medicine

Nelson Garcia Vazquez, Radiology

Olivia Garnier, Pathology & Lab Medicine

Stephen Gaudino, Medicine

Eleni Geromichalou, Radiology

Sushmit Ghosh, Pathology

Luis Gomez-Escobar, Medicine

Alberto González-Hernández, Biochemistry

Galina Gritsina, Pathology & Lab Medicine

Noah Guiberson, Neuroscience

Caner Günaydin, Genetic Medicine

Lulu Guo, Pediatrics

Peter Hamor, Pharmacology

Garima Harish, Cardiothoracic Surgery

Xiaoxiao Hou, Medicine

Jane Howard, Pediatrics

Tsung-Wei Hu, Radiology

Wen Hu, Brain & Mind Research Institute
(BMRI)

Allison Hu, Population Health Sciences

Yun Huang, Physiology and Biophysics

Violetta Ivanova, Brain & Mind Research
Institute (BMRI)

MinJung Jang, Radiology

Minwoo Jang, Brain & Mind Research Institute
(BMRI)

Julien Jarroux, Brain & Mind Research Institute
(BMRI)

Atimukta Jha, Medicine

Yining Jiang, Anesthesiology

Caiquan Jin, Medicine

Shane Johnson, Psychiatry

Tim Joseph, Anesthesiology

Subhashini Joshi, Medicine

Lan Kang, Medicine

Krithika Karthigeyan, Pediatrics

Moritz Kayser, Microbiology & Immunology

Samantha Keil, Radiology

Leila Khajoueinejad, Anesthesiology

Elizabeth Kim, Anesthesiology

Taewoo Kim, Brain & Mind Research Institute
(BMRI)

Isabella Kong, Pediatrics

Fanhui Kong, Medicine

Zhanat Koshenov, Biochemistry

Nikolaos Koundouros, Pharmacology

Mukesh Kumar, Biochemistry

Soonho Kweon, Medicine

Alejandra Laguillo-Diego, Meyer Cancer Center

Huguet Landa Galvan, Medicine

Artur Lazarian, Radiology

Sein Lee, Neuroscience

Young Lee, Radiology

Dongliang Leng, Surgery

Chieh-Chin Li, Anesthesiology

Yaxin Li, Pathology & Lab Medicine

Sanlan Li, Medicine

Jie Li, Medicine

Yun Liao, Medicine

Yiyun Lin, Medicine

Xin Lin, Medicine

Maria Lira, Radiation Oncology

Pablo Lituma, Brain & Mind Research Institute (BMRI)

Tingting Liu, Biochemistry

Shuohui Liu, Pharmacology

Jianheng Liu, Pharmacology

Tao Liu, Medicine

Yajing Liu, Appel Alzheimer's Disease Research Institute

Diao Liu, Pediatrics

Tiankun Lu, Surgery

Jonathan Ma, Biochemistry

Runze Ma, Anesthesiology

Ruoyao Ma, Microbiology & Immunology

Florencia Madorsky Rowdo, Physiology and Biophysics

Daniela Magliulo, Medicine

Syed Mahmood, Medicine

Rachana Maniyar, Meyer Cancer Center

Federico Manna, Pathology and Laboratory Medicine

Gabriela Manzano Nieves, Psychiatry

Onorina Manzo, Pathology & Lab Medicine

Sabina Marciano, Neurological Surgery

Silvia Martinelli, Psychiatry

Leandro Martinez, Medicine

Mateo Martinez Roque, Pharmacology

Dagan Marx, Biochemistry

Ramon Massoni-Badosa, Medicine

Kevin McAvoy, Neuroscience

Joshua McGrath, Pediatrics

Xiaohan Mei, Pharmacology

Kritika Metha, Biochemistry

Lieke Michielsen, Brain & Mind Research Institute (BMRI)

Yelizaveta Mochalova, Brain & Mind Research Institute (BMRI)

Inês Mota, Radiation Oncology

Jonathan Mount, Anesthesiology

Felippe Mousovich Neto, Pediatrics

Hossam Nada, Radiology

Manabu Nagayama, Jill Roberts Center for Inflammatory Bowel Disease

Ravi Kumar Nagiri, BCMB Allied Program

Sarah Naguib, Neuroscience

Michelle Naidoo, Medicine

Rohit Nalavade, Pharmacology

Shalini Nath, Physiology and Biophysics

Sean Nelson, Pediatrics

Duc-Huy Nguyen, Medicine

Sadaaki Nishimura, Pathology & Lab Medicine

Molly Nowels, Medicine

Anxo Ordonez, Pathology & Lab Medicine

Andrea Orlando, Medicine

Marta Osrodek, Pathology & Lab Medicine

Claire Otero, Pediatrics

Aben Ovung, Anesthesiology

Minwoo Pak, Pathology & Lab Medicine

Sichen Pan, Anesthesiology

Xiangyu Pan, Medicine

Monika Pandey, Pulmonary and Critical Care
Medicine

Alina Pang, Medicine

Vincent Panneton, Pharmacology

Grace Paquetel, Psychiatry

Taehyun Park, Anesthesiology

Ki Sung Park, Pharmacology

Marie Parsons, Medicine

Filippo Pederzoli, Pathology & Lab Medicine

Nathalia Pena, Medicine

Alexander Pfannenstien, Cell and
Developmental Biology

Luca Posa, Biochemistry

Tamara Prieto, Medicine

Shanshan Qiao, Medicine

Wenhui Qu, Brain & Mind Research Institute
(BMRI)

Rachel Rahn, Psychiatry

Soundhar Ramasamy, Pathology & Lab
Medicine

Muhammad Ummear Raza, Anesthesiology

Ami Ritter, Brain & Mind Research Institute
(BMRI)

Devin Rocks, Psychiatry

Silvia Rodrigues, Pathology & Lab Medicine

Juan Rodriguez Alcazar, Pediatrics

Lorena Rojas, Obstetrics and Gynecology

Marc Ruiz Martinez, Pathology & Lab Medicine

Merima Šabanovic, Psychiatry

Debarya Saha, Cell and Developmental Biology

Korin Sahinyan, Surgery

Yusake Sakamoto, Pathology & Lab Medicine

Kentaro Sakata, Biochemistry

Nassim Salem, Pediatrics

Camilla Salvagno, Obstetrics and Gynecology

Katherine Sanidad, Pediatrics

Mirca Saurty-Seerunghen, Pathology & Lab
Medicine

Malak Sbeity, Neurological Surgery

Giacomo Scanavini, Radiology

Elias Scheer, Psychiatry

Julian Schwarzler, Medicine

Annalise Schweickart, Physiology and
Biophysics|Institute for Computational
Biomedicine

Friederike Selbach, Medicine

Ryan Serio, Medicine

Lee Shaashua Berger, Pediatrics

Yun Shang, Radiology

Sanjeev Sharma, Biochemistry

Yuhua Shi, Microbiology & Immunology

EunJi Shin, Anesthesiology

Mathieu Simeral, Physiology and Biophysics

Rahul Singh, Medicine

Mandeep Singh, Medicine

Saloni Sinha, Medicine

Nelson Sonela, Medicine

Chengcheng Song, Surgery

Ipsit Srivastava, Biochemistry

Aikaterini Stavrou, Radiology

Noah Steinfeld, Biochemistry

Christina Stratopoulou, Reproductive Medicine

Miljan Stupar, Microbiology & Immunology

Suhong Sun, Pediatrics

Jiayi Sun, Pediatrics

Bharati Swami, Cardiothoracic Surgery

Jiabin Tang, Anesthesiology

Alexander Thiemicke, Cell and Developmental Biology

Gabriel Tobias, Pediatrics

Chiara Tomasoni, Medicine

Keita Tominaga, Pathology & Lab Medicine

Prajna Tripathi, Microbiology & Immunology

Anjali Trivedi, Medicine

Ku-Chi Tsao, Cell and Developmental Biology

Jazib Uddin, Medicine

Christopher Uyehara, Medicine

Elena Valdambrini, Microbiology & Immunology

Adrián Vega-Perez, Medicine

Janny Villa Pulgarin, Urology

Valerie Vinette, Microbiology & Immunology

Sargun Virk, Anesthesiology

Akshay Vishwanatha, Medicine

Maria Voura, Radiology

Natalie Waller, Medicine

Yuansong Wan, Brain & Mind Research Institute (BMRI)

Fangzhao Wang, Jill Roberts Center for Inflammatory Bowel Disease

Xiaodong Wang, Microbiology & Immunology

Zhihan Wang, Anesthesiology

Krista Wartchow, Radiology

Caitlin Williams, Pediatrics

Qianyi Wu, Physiology and Biophysics

Yu Xia, Cell and Developmental Biology

Aizhang Xu, Microbiology & Immunology

Dongxiang Xue, Surgery

Anjali Yadav, Urology

Kyosuke Yakabe, Medicine

Lucie Yammine, Biochemistry

Chongbo Yang, Medicine

Wei Yang, Medicine

Atsuhiko Yasuhara, Pediatrics

Gizem Yayli-Vokshi, Physiology and Biophysics

Kristel Yee Mon, Medicine

Hee-Seop Yoo, Anesthesiology

Sangho Yoon, Medicine

Belem Yoval Sanchez, Neuroscience

Shui Yu, Pediatrics

Shaoren Yuan, Radiology

Peng Zeng, Medicine

Xiaoshan Zhang, Surgery

Fangfang Zhang, Surgery

Qihao Zhang, Radiology

Longfei Zhang, Radiology

Shuming Zhang, Anesthesiology

Jordan Zhou, Medicine

Jiajun Zhu, Surgery

Till Zimmer, Brain & Mind Research Institute
(BMRI)