

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,