

March 12, 2025

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

Dear Dean Harrington:

As members of the Organizing Committee of WCM Postdocs United-UAW, we write to urge you to reach a fair contract with our elected representatives that reflects the value our postdoctoral community brings to WCM.

Since voting to form our union by an overwhelming 99%, more than a year ago in November 2023, postdoctoral researchers have taken numerous actions to make progress towards a fair agreement:

- We have demonstrated growing majority support for our demands through bargaining surveys, the ratification of our [bargaining goals](#), and by signing open letters on [the importance of meeting standards for NYC postdocs](#) and [urging WCM to agree to our core priorities without delay](#).
- We have sought meetings with WCM leadership in virtually every department to convey our concerns, sent emails and letters, and voiced our concerns at WCM events and to [community members](#).
- We have shared our [stories](#) on social media and in the [press](#).
- We have [marched](#) and [spoken out](#) to defend the public research funding that supports our work at WCM, and [rallied with hundreds of postdocs](#) from across campus.

Despite these consistent demonstrations of support and 25 open bargaining sessions, the Weill Cornell administration has continued to unnecessarily delay reaching a fair contract by repeatedly rejecting our Bargaining Committee's proposals.

These priorities were urgent more than a year ago. They are more urgent still as we enter a period where public research funding, the rights of international scholars, and legal protections for survivors of harassment on campus are increasingly under threat. As postdocs, our work is critical for the continuation of world-class research, but we cannot do our best work without a contract that provides critical workplace protections and makes WCM more equitable and inclusive. We therefore urge you to reach such an agreement without further delay, including:

- A process to address sexual harassment that includes immediate access to the neutral grievance process;

- Just cause protections against unfair termination for the entire duration of our appointments;
- Dedicated support for childcare costs that makes WCM more equitable for parents;
- Benefits that make WCM more inclusive for international workers, including paid visa renewal leave and relocation assistance;
- Fair compensation that is competitive with other major institutions in the city;
- Enforceable rights that make WCM housing more accessible and affordable, including timely housing offers, maintaining morning shuttle services, and reasonable rent increases.

Should you continue to dismiss these priorities, we will have no choice but to insist that our Bargaining Committee proceed towards a strike authorization vote.

We, the undersigned representatives from departments across Weill Cornell, commit to organizing our colleagues toward that end if it becomes necessary to reach a fair agreement.

Sincerely,

Almudena Aguilera Diaz, Microbiology & Immunology

Azliana Jusnida Ahmad Jafri, Anesthesiology

Jazmin Alarcón, Brain & Mind Research Institute (BMRI)

Juan Azcona, Radiology

Shubha Bevkall Subramanyaswamy, Medicine

Aneel Bhagwani, Pulmonary and Critical Care Medicine

Liming Chen, Biochemistry

Jorge Contreras, Medicine

Mariela Cortés López, Medicine

Chelsea Crooks, Pediatrics

Shuvra Debnath, Radiology

Aykut Deveci, Brain & Mind Research Institute (BMRI)

Nicolas Di Siervi, Medicine

Natalie Fuchs, Radiology

Saravanan Ganesan, Medicine

Weiwei Gao, Pathology & Lab Medicine

Stephen Gaudino, Medicine

Caner Günaydin, Genetic Medicine
Lulu Guo, Pediatrics
Veronika Horn, Medicine
Julien Jarroux, Brain & Mind Research Institute (BMRI)
Isabella Kong, Pediatrics
Nikolaos Koundouros, Pharmacology
Maria Lira, Radiation Oncology
Jonathan Ma, Biochemistry
Runze Ma, Anesthesiology
Daniela Magliulo, Medicine
Lieke Michielsen, Brain & Mind Research Institute (BMRI)
Rohit Nalavade, Pharmacology
Andrea Orlando, Medicine
Marta Osrodek, Pathology & Lab Medicine
Claire Otero, Pediatrics
Alexander Pfannenstien, Cell and Developmental Biology
Rachel Rahn, Psychiatry
Muhammad Ummear Raza, Anesthesiology
Juan Rodríguez Alcázar, Pediatrics
Elias Scheer, Psychiatry
Ruth Soler Agesta, Radiation Oncology
Nelson Sonela, Medicine
Miljan Stupar, Microbiology & Immunology
Chiara Tomasoni, Medicine
Valerie Vinette, Microbiology & Immunology
Akshay Vishwanatha, Medicine
Yuansong Wan, Brain & Mind Research Institute (BMRI)
Zhihan Wang, Anesthesiology
Lucie Yammine, Biochemistry

Siyong Yin, Microbiology & Immunology

Jiajun Zhu, Surgery