

We will fight for a contract that makes Rockefeller more **accessible, inclusive** and **competitive** by securing essential workplace protections and benefits. Some of our goals include: salaries that keep pace with the rising cost of living in NYC, transparent access to affordable housing, more rights and support for international workers, cost-effective and high-quality health benefits, increased paid parental leave, transparent access to high-quality child care, longer appointment lengths, enforceable protections against harassment and bullying, and more.

To ensure this, all Postdocs (Research Associates, Postdoctoral Associates, and Postdoctoral Fellows) should be part of our path to a strong contract. To do so, we will:

1. Make every effort to keep all Postdocs **informed** throughout bargaining
2. Encourage a majority of Postdocs to **participate** in the process of winning a strong contract

Your **active participation** and **support** will help the bargaining committee win the strongest possible contract. A strong majority of all Postdocs uniting behind our bargaining committee will give us the strength and leverage to win a fair agreement with Rockefeller University at the bargaining table. To make it as easy as possible for you to stay informed and participate, we are committing to the following strategies and tactics:

Grassroots organizing: We will continue to engage in local outreach to colleagues to help keep each other updated, informed, and provide lines of ongoing communication with the bargaining committee, building on the strong track record of majority participation and support throughout our campaign so far. [If you want to get involved in organizing, please let us know here!](#)

Bargaining updates: We will provide regular, timely updates on bargaining sessions to keep you informed of which proposals are being passed, as well as any progress or challenges in the negotiations both via email and regular updates in our website (<https://rockefellerpostdocunion.org/>).

Regular town-halls: We will host regular town halls to update the unit on our progress, to get feedback on updated proposals and to answer any questions. Participation in these forums by as many Postdocs as possible will be critical.

Open email communication: We remain committed to being responsive to the priorities and needs of all Rockefeller Postdocs by answering any emails that you send to info@rockefellerpostdocunion.org with specific concerns in a timely manner. This includes your reports of **unfair labor practices**. These will be kept confidential within

the bargaining committee, and we will work with you to help find immediate solutions. Identifying and reporting unfair practices helps us ensure that the contract will prevent these practices in the future.

Topic-specific working groups: We rely on our working groups to provide support with the bargaining process. These groups stay in regular contact with the bargaining committee in order to assist with research, give feedback on proposals, and drive issue-based campaigns that enhance our bargaining leverage. [Please use this link to sign up for existing working groups.](#)

Open negotiation sessions: While actual negotiation sessions will be between our bargaining committee and Rockefeller's administrative team, we welcome interested supporters who would like to attend a session—we just ask that you reach out to us in advance at info@rockefellerpostdocunion.org or [fill out this form](#) to prepare. We plan to bargain intensively to achieve the best contract as soon as possible and will regularly share upcoming bargaining dates on our website.

Sidebar conversations: “Sidebar” or off-the-record conversations between our bargaining committee and the administration can be a useful tool at the negotiation table when on-the-record negotiation reaches a roadblock, particularly for exploring underlying reasons for lack of progress that Rockefeller might not otherwise communicate. The entire bargaining committee will be aware of the sidebar and agree before using this tactic.

Bargaining Goals: We put great effort into incorporating as much feedback as possible into an inclusive set of initial bargaining goals to guide us in negotiations, drawing on surveys by a supermajority of Postdocs, electronic feedback, town halls, and hundreds of individual conversations. This includes best standards across the academic sector and other unionized institutions. We are proud that a majority of Rockefeller Postdocs voted by 99% to ratify these goals. We will continue to gather feedback as needed throughout the bargaining process.

 **LET'S DO IT!**

In solidarity,

UPROR-UAW Bargaining Committee