

To President Lifton and the Rockefeller Administration,

We, the undersigned postdoctoral researchers represented by UPROR-UAW, write to express our deep concern about Rockefeller's approach to our contract negotiations and to call for immediate and substantive progress at the bargaining table.

In December 2024, a majority of Postdocs and Research Associates voted to ratify our initial bargaining goals with 99% approval, building on the 69% yes vote to form our union. This overwhelming support provides a clear mandate for meaningful improvements to our working conditions through collective bargaining. Postdocs at peer institutions in New York City—such as Mount Sinai and Columbia—have secured such improvements, including stronger job security, workplace protections, a timely and enforceable grievance procedure, and fair compensation.

Rockefeller is falling behind in all of the above. The administration has not yet responded to the vast majority of our proposed contract articles and has delayed responding to our requests for information. In the few counterproposals that have been offered, they refuse basic commitments to workplace rights that are increasingly standard among unionized postdocs in NYC like those listed above. Clear, enforceable, and timely rights and protections are particularly urgent at a time when attacks by the federal government are threatening to derail careers and lives, particularly for international workers. A well-resourced university like Rockefeller should not offload its sense of uncertainty onto the researcher community.

Rockefeller's approach not only jeopardizes its ability to recruit and retain top researchers but also undermines our focus on the groundbreaking work that has long defined this institution. Failing to reach agreements on rights and protections that cost nothing also delays our ability to start negotiating over fair pay and benefits that would make Rockefeller more competitive for future hires and more stable for those already here.

We therefore urge the administration to change course and commit to a fair and efficient bargaining process by:

- Reaching agreements on fundamental rights and protections that match or exceed standards at other institutions, making Rockefeller a more competitive research institute and a more inclusive and respectful workplace.
- Responding promptly and substantively to our proposals.

Sincerely,