

Richard P. Lifton, Ph.D.
1230 York Ave
New York, NY 10065

Dear President Lifton:

We write to urge you to reach a fair contract with our elected representatives that reflects the central role that postdoctoral researchers play in driving the research and grants that sustain Rockefeller.

Since voting to form our union by an overwhelming 69% almost two years ago in September 2024, 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 bargaining expeditiously and respectfully](#) and [urging Rockefeller to agree to our core priorities without delay](#).
- We have observed dozens of [bargaining sessions](#), held many [town halls](#), and voiced our concerns at Rockefeller events and to [community members](#).
- We have shared our [stories](#) on social media.
- We have [marched](#) and [spoken out](#) to defend the public research funding that supports our work at Rockefeller, including by testifying before the [state legislature](#).
- We [rallied for a fair contract with hundreds of postdocs](#) from across the city.

Despite these consistent demonstrations of support and 30 open bargaining sessions, the Rockefeller administration has continued to unnecessarily delay reaching a fair contract by repeatedly rejecting our Bargaining Committee's proposals. To make matters worse, Rockefeller has fallen behind neighboring institutions like Weill Cornell Medicine and Mount Sinai in how it supports its postdoctoral researchers.

These priorities were urgent over 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 Rockefeller more equitable and inclusive. We therefore urge you to reach such an agreement without further delay, including:

- A process to address discrimination, harassment, and bullying that includes immediate access to the neutral grievance and arbitration process and that does not restrict our ability to seek recourse in other venues, including the courts;

- Provisions that make Rockefeller more equitable for parents, including enhanced paid parental leave and guaranteed child care benefits;
- Benefits that make Rockefeller more inclusive for international workers, including paid visa renewal leave and relocation assistance;
- Compensation with annual increases that reflect the value we bring to one of the top research institutes in the country and the exorbitant cost of living in New York City;
- Provisions that allow us to engage in effective representation by requiring everybody to pay their fair share; and
- Enforceable rights that make Rockefeller housing more accessible and affordable, including 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 labs across Rockefeller, commit to organizing our colleagues toward that end if it becomes necessary to reach a fair agreement.

Sincerely,

Lauren Aguado, Rice Lab
 Paige Arnold, Marraffini Lab
 Miro Astore, Bonilla Lab
 Aiste Baleisyte, Friedman Lab
 Laurine Binet, Nussenzweig Lab
 Maj Brodmann, Marraffini Lab
 Jan Burian, Brady Lab
 Isaac Carilo, Rout Lab
 Teri Cheng, Funabiki Lab
 Evan Cody, Ravetch Lab
 Bianca Cotto, Heintz Lab
 Mengtao Ding, Mucida Lab
 Charles Dowell, Ruta Lab
 Kelly Eckart, Campbell Lab
 Yannick Gunzel, Kronauer Lab
 Keith Hamilton, Alushin Lab
 Tyler Heiss, Kapoor Lab
 Kyeongseok Jeon, Bieniasz Lab
 Pyonghwa Kim, Young Lab
 Manoj Kumar, Rajasethupathy Lab
 Lodoie Lama, Tuschl Lab

James Lee, Bargmann Lab
 Calvin Leonen, Funabiki Lab
 Hao Li, Vaziri Lab
 Yuyang Liu, Birsoy Lab
 Francesca LoGiaccio, Vaziri Lab
 Sihao Lu, Hudspeth Lab
 Julie McDonald, Flamholz Lab
 Luka Mesin, Vitoria Lab
 Catherine Miller, Smogorzewska Lab
 Ryan Morrill, Freiwald Lab
 Elisa Nicoloso Simoes Pires, Strickland Lab
 Mariana Nogueira Batista, Rice Lab
 Arnold Ou, Risca Lab
 Juhee Pae, Vitoria Lab
 Martina Parigi, Fuchs Lab
 Kaja Plucinska, Cohen Lab
 Genelle Rankin, Rajasethupathy Lab
 James Ryu, Maimon Lab
 Vinay Sapuru, Liu Lab
 Airi Sato, Zhao Lab
 Rubens Sautchuk, Shyer Lab

Bailey Schultz, Rock Lab
Simona Secomandi, Jarvis Lab
Leslie Sibener, Rajasethupathy Lab
Nikolaos Stefanakis, Shaham Lab
Terence Tang, Chen Lab
Lucas Tian, Freiwald Lab
Lea Tochon, Heintz Lab
Michael Tomasini, Simon Lab
Pedro Villa, Darnell Lab
Stefanny Viloche Morales, Rice Lab
Anne Vlimmeren, Vinogradova Lab
Chao Wang, Cao Lab
Rose Wang, Simon Lab
Isabel Wassing, Funabiki Lab
King Yambire, Tavazoie Lab
Zhaoyue Zhang, Friedman Lab