

To: Provost Ira Katznelson

Cc: Dean Carlos Alonso, Dan Driscoll, Dean Soulaymane Kachani, and Dean Yinghui Mao

Dear Provost Ira Katznelson,

We, leaders and organizers across departments and programs at Columbia urge you to move promptly towards agreement with our union, Graduate Workers of Columbia-UAW Local 2110 (GWC-UAW). February 25 will mark two years since the start of bargaining. Two years is more than enough time to reach an agreement and we expect that the University takes this date seriously. Moreover, your bargaining team emphasized the importance of reaching a fair agreement—a commitment we hope you uphold. For student workers, a fair agreement is inconceivable without

- ✓ **Full recognition** of the NLRB-certified bargaining unit, which is consistent with the Bargaining Framework Agreement of November 2018;
- ✓ **Union shop**, which creates an equitable system of distributing the cost of union representation over all workers in the unit;
- ✓ **Real recourse** for cases of harassment and discrimination, which we demand takes a form of access to the grievance and arbitration procedure;
- ✓ **International workers rights** provisions that provide meaningful protections for when the international workers are most vulnerable and that can be enforced through the grievance and arbitration procedure;
- ✓ **Improvements to compensation and health benefits** that create a sustainable work environment for all, not just the ones who have a safety net for loss of funding or extraneous healthcare costs, especially in light of COVID-19 financial difficulties.

Last Spring, we voted 96% YES to authorize the bargaining committee to call a strike if needed to achieve a fair contract. We stand behind our mandate and are committed to organize for a strike to be ready to escalate if the University does not agree to a fair contract.

Eman Ahmed, Biological Sciences
Virginia Osasumwen Aimiuwu, Genetics and Development
Yasemin Akcaguner, History
Arin Allahverdi Balalian, Epidemiology
Yash Amonkar, Earth and Environmental Engineering
Audrey Amsellem, Music
April Ancheta, Nursing
Roi Ankori-Karlinsky, Ecology, Evolution and Environmental Biology
Joanna Arcieri, Communications
Hammad Ayyubi, Computer Science
Tessa Bangs, Communications
Sam Bartusek, Earth and Environmental Sciences
Iuri Bauler Pereira, Latin American and Iberian Cultures
Oliver J. Bear Don't Walk IV, Biomedical Informatics
Sadie Bergen, Sociomedical Sciences
Caitlin Blanchfield, Architecture
Mohammadreza Bolandnazar, Business
David Xu Borgonjon, East Asian Languages and Cultures
Arthur Boyle, Writing
Evan Brown, History
Isabelle Bunge, Applied Physics and Mathematics
Samara Burns, Philosophy
Max Cabaj, Genetics and Development
Collin Cademartori, Statistics
Nicole Comfort, Environmental Health Sciences
Alexandra McNabb Cook, Latin American and Iberian Cultures
Juliana DeVaan, History
Ana DiGiovanni, Psychology
Joshua Donovan, Contemporary Civilizations
Phoebe Downer, Mailman School of Public Health
Danielle Drees, English and Comparative Literature - Theatre
Erica Eliason, Social Work
Jess Engebretson, English and Comparative Literature
Vered Engelhard, Latin American and Iberian Cultures
Precious Esie, Epidemiology
Katrjn Evinson, Latin American and Iberian Cultures
Hannah Farkas, Sustainable Development
Jonathan Fetherolf, Chemistry
Mia Florin-Sefton, University Writing
Cameron Foltz, East Asian Languages and Cultures
Caitlin Ford, Genetics and Development
William Frey, Social Work
Zheng Fu, Sociology
Naman Garg, Economics
Katy Gero, Computer Science
Nicholas Giangreco, Integrated Program in Cellular, Molecular, and Biomedical Studies
Meredith Giovannelli, Mailman School of Public Health
Will Glovinsky, Literature Humanities
Katy Habr, Sociology
Brittany Hale, Mailman School of Public Health
Emily Hannigan, Mechanical Engineering
Geoffrey Harmsworth, Classics

Kit Hermanson, Religion
Rachel Himes, Art History and Archaeology
Yarran Hominh, Philosophy
John Hui, Computer Science
Sarah Inman, Sustainable Development
John Izzo, Classics
Jeff Jacobs, Political Science
Tess Wei-Ping Jacobson, Earth and Environmental Sciences
Sarandha Jain, Anthropology
Claire Jasper, Earth and Environmental Sciences
Alex Jensen, Philosophy
Yulia Kim, Slavic Languages
Benedikt Kloß, Chemistry
Ben Kodrès-O'Brien, Communications
Sydney Krueger, Psychology
Aya Labanieh, University Writing
James LaBelle, Political Science
Parijat Lai, Economics
Francisco Lara Garcia, Sociology
Colleen Larkin, Political Science
Natan Last, School of International and Public Affairs
Max Lawton, Slavic Languages
Emma Le Pouesard, Art History and Archaeology
August Leinbach, Law
Linda Li, Social Work
Maggie Li, Environmental Health Sciences
Hedwig Lieback, Political Science
Nicolas Longuet Marx, Sustainable Development
Tim Lundy, Literature Humanities
Victoria Lynch, Environmental Health Sciences
Nadeem Mansour, Middle Eastern, South Asian, and African Studies
Chrystal Mavros, Genetics and Development
Matt Mazewski, Economics
Umberto Mazzei, Italian
Lorenzo Mecozzi, Italian
Noah Mintz, French
Rachel Misner, Biological Sciences
Shazia Mitha, Nursing
Sophia Mo, French
Victoria Mooers, Economics
Asher Morse, English and Comparative Literature
Masha Mukhanova, Nutritional and Metabolic Biology
Vaishnavi Murthy, Electrical Engineering
Bernadette Myers, Literature Humanities
Miriam Nielsen, Earth and Environmental Sciences
Mariana Noé, Classical Studies
Stefan Norgaard, Urban Planning
Maria Nuñez, Microbiology and Immunology
Oluremi C. Onabanjo, Art History and Archaeology
Lionel Ong, Political Science
Claire Palandri, Sustainable Development
Uma Payne, Slavic Languages
Erin Petrella, Classics
Savvas Petridis, Computer Science
Charles Pletcher, Classics

Annie Potter, English and Comparative Literature - Theatre
Rani Rachavelpula, Philosophy
Vinay Raghavan, Electrical Engineering
Akshay Ragupathy, Anthropology
Garima Raheja, Earth and Environmental Sciences
Sevita Rama, School of International and Public Affairs
Lisa Randolph, Neurobiology and Behavior
Caroline Rauffenbart, Molecular Pharmacology and Therapeutics
Noah Rauschkolb, Mechanical Engineering
Dilip Ravindran, Economics
Domonique Reed, Epidemiology
Tiana Reid, Literature Humanities
Jorge Alejandro Rodriguez Solorzano, Anthropology
Sebastian Rowland, Environmental Health Sciences
Sohee Ryuk, History
Amogha Sahu, Philosophy
Claudia Sbuttoni, Italian
Margaret Scarborough, Italian
Jessica Schwartz, Nursing
Ian Sewell, Music
Jenni Shearston, Environmental Health Sciences
Rohini Shukla, Religion
Bonnie Siegler, Sociology
Ben Silver, Psychology
Meredith Slopen, Social Work
Gabriel Solis, History
Maya Spaur, Environmental Health Sciences
Mandi Spishak-Thomas, Social Work
Ranjani Srinivasan, Urban Planning
Sam Stella, Religion
Liza Stewart, Writing
Elliott Sturtevant, Architecture
Divya Subramanian, Contemporary Civilizations
Carolyn Swope, Urban Planning
Mitchel Sybesma, Chemistry
Lilith Todd, University Writing
Alex Valin, English and Comparative Literature
Julian van der Made, Earth and Environmental Engineering
Anna Vannucci, Psychology
Chloe Vaughn, Germanic Languages
Eduardo Vergara Torres, Latin American and Iberian Cultures
Bryan Wang, Biological Sciences
Andrew Wilson, Sustainable Development
Angela Woodall, Communications
Monika Yadav, Sociology
Adelina Yankova, Communications
Viktoriya Zhuravleva, Neurobiology and Behavior

