

Dear President Lee Bollinger and the Trustees of Columbia University,

**We urge you to reach agreement on a fair contract that makes the University more equitable, accessible, and diverse by April 6.**

As the expiration date of our no-strike commitment—April 6, 2020—approaches, we write to urge the University administration to put in the time and work necessary to reach agreement on a fair contract with our union, Graduate Workers of Columbia-UAW Local 2110. We deserve a contract that improves our standard of living in one of the most expensive cities in the world and that makes our workplace more inclusive and equitable.

A majority of research and teaching assistants have supported GWC since 2014. After re-establishing the right to collective bargaining in our historic National Labor Relations Board decision, we voted by an overwhelming 72% in favor of unionization—with a nearly 1,000-vote margin—in the largest NLRB election of 2016. After many months of the administration's refusal to bargain, a majority of RAs and TAs went on strike in April 2018, with 1,500 graduate workers walking picket lines, and prepared to do so again in fall 2018. In late November 2018, we voted to accept the University's proposed framework to enter bargaining in early 2019.

It has now been nearly one year since we started bargaining. In that time, a majority of student workers signed a letter demanding contract provisions that enhance our rights in addressing discrimination, harassment and bullying; and a majority of affected graduate workers demanded that the University address the financial and other damage done by the unilateral elimination of our superior health insurance plan. We will continue to stand together behind our bargaining committee in order to win a fair first contract that includes these and other important improvements.

While our bargaining committee has made some progress in negotiations up to this point, we have a long way to go in order to reach a full agreement. While we would prefer to not have to strike again in order to win the contract we deserve, if we do not see significant progress very soon, we intend to organize our colleagues to vote to authorize our bargaining committee to call a strike if they deem it necessary.

We, the undersigned representatives from departments across the University, urge you to direct the University's bargaining team to move more swiftly to reach a fair agreement that enhances our working conditions and makes Columbia a more inclusive and equitable institution by April 6, 2020.

Nikki Aaron, Pharmacology  
Mel Abler, Applied Physics and Applied Mathematics  
Kailani Acosta, Earth and Environmental Sciences  
Rishi Agarwal, Nutritional and Metabolic Biology  
Yasemin Akcaguner, History  
Ruwa Alhayek, Middle Eastern, South Asian, and African Studies  
Anayvelyse Allen-Mossman, Latin American and Iberian Cultures  
Audrey Amsellem, Music  
Roi Ankori-Karlinski, Ecology, Evolution and Environmental Biology  
Timothy Artz, Civil Engineering and Engineering Mechanics  
Melanie Askari, Epidemiology  
Iuri Bauler, Latin American and Iberian Cultures  
Marissa Beatty, Chemical Engineering  
Sadie Bergen, Sociomedical Sciences  
Jacob Bergquist, Industrial Engineering and Operations Research  
Krish Bhatt, CORE, Mailman School of Public Health  
Ian Billinge, Earth and Environmental Engineering  
Adam Blazej, Contemporary Civilizations  
Mohammadreza Bolandnazar, Business School  
David Borgonjon, East Asian Languages and Cultures  
Sergej Borowik, Physiology and Cellular Biophysics  
Alexander Borsa, Sociomedical Sciences  
Glenn Brown, Film  
Isabelle Bunge, Applied Physics and Applied Mathematics  
Kevin Burt, Biomedical Engineering  
Elena Busch, Physics  
Cesar Gherado Cabezas Gamarra, Contemporary Civilizations  
Collin Cademartori, Statistics  
Chris Carr, Astronomy  
Kaela Mei-Chee Chambers, Visual Arts  
Conor Cullen, Contemporary Civilizations  
Yash Uday Deshmukh, Mathematics  
Danielle Drees, Writing Center  
Patrick Dummer, Pathobiology and Molecular Medicine  
David Farrow, Music  
Jonathan Fetherolf, Chemistry  
Mia Florin-Sefton, University Writing  
Cameron Foltz, East Asian Languages and Cultures  
Caitlin Ford, Genetics and Development  
Gregory Francois, School of International and Public Affairs  
Naomi Gaspard, Health Policy and Management  
Camille Gasser, Psychology  
Katy Gero, Computer Science  
Sarah Gibeley, Nutritional and Metabolic Biology  
Susannah Gilckman, Data Science Institute

Andrew Goulian, General Public Health  
Sandra Grzybowski, Social Work  
Burcu Gulez, Biological Sciences  
Katy Habr, Sociology  
Amanda Hardin, History  
Sarah Grace Herod, Genetics and Development  
Chris Hoffman, Germanic Languages  
Bernat Ivancsics, Communications  
Fatima Jaafar, CORE, Mailman School of Public Health  
Alex Jensen, Philosophy  
Alec Joyner, University Writing  
Sandhya Kajeepeta, Epidemiology  
Lea Kenigsberg, Mathematics  
Ki Young Kim, Political Science  
Benedikt Kloss, Chemistry  
Arielle Korman, Religion  
Meeraj Kothari, CORE, Mailman School of Public Health  
Ioanna Kourkovic, Physics  
Aya Labanieh, English and Comparative Literature  
Parijat Lal, Economics  
Cat Lambert, Classics  
Collen Larkin, Political Science  
Abdul Rahman Latif, Religion  
Hanna Lauritzen, Law  
Davis Lazowski, Mathematics  
Joanna Lee, East Asian Languages and Cultures  
Corey Lesk, Earth and Environmental Sciences  
Michael Lu, Biological Sciences  
Meghan Lucas, Law  
Ludda Ludwig, Earth and Environmental Sciences  
Tim Lundy, Literature Humanities  
Sabrina Mangal, Nursing  
Shannon Marcoux, Law  
Kaitlyn Matrassi, French  
Cosima Mattner, Germanic Languages  
Matt Mazewski, Economics  
Umberto Mazzei, Italian  
Christina McCausland, Writing  
James McClean, Electrical Engineering  
Kate McIntyre, Literature Humanities  
Patrick Mckenzie, Ecology, Evolution and Environmental Biology  
Noah Mintz, French  
Sophia Mo, French  
Devin Morse, Philosophy  
Rosie Murray, Mechanical Engineering  
Lekha Nair, Microbiology & Immunology  
Amin Nejatbakhsh, Neurobiology and Behavior  
Diana Rose Newby, Writing Center  
Stefan Norgaard, Urban Planning  
Esosa Ohonba, Population & Family Health  
Remi Onabanjo, Art History and Archaeology  
Claire Palandri, Sustainable Development  
Eduardo Pavez, Theatre and Performance  
G Pershing, Mathematics, Undergrad  
Savvas Petrios, Computer Science  
Anthony Pho, Nursing

James Piacentini, Architecture, M.Arch.  
Annie Potter, Theatre and Performance  
Aidan Quinn, Pathology and Cell Biology  
Rani Rachavelpula, Philosophy  
Vinay Raghavan, Electrical Engineering  
Akshay Ragupathy, Anthropology  
Noah Rauschkolb, Mechanical Engineering  
Dilip Ravindran, Economics  
Rosalie Ray, Urban Planning  
Miles Richardson, Systems Biology  
Sébastien Rivat, Contemporary Civilizations  
Sebastian Rolotti, Neurobiology and Behavior  
Iris Rosenblum-Sellers, Mathematics, Undergrad  
Jared Sacks, Middle Eastern, South Asian, and African Studies  
Ararat Sekeryan, Slavic Languages and Literatures  
Ian Sewell, Music  
Kinnari Shah, Earth and Environmental Engineering  
Bonnie Siegler, Sociology  
Ben Silver, Psychology  
Kodiak Soled, Nursing  
Gabriel Solis, History  
Maya Spaur, Environmental Health Sciences  
Mandi Spishak-Thomas, Social Work  
Ovidia Stanoi, Psychology  
Samuel Stewart-Halevy, Architecture  
Elliott Sturtevant, Architecture  
Corinna Svarlien, Law  
Serena Taj, Law  
Nicholas Teitler, Mathematics, Undergrad  
Monica Thieu, Psychology  
Lilith Todd, English and Comparative Literature  
Yoka Tomita, Sociomedical Sciences  
Kira Tomlinson, Integrated Program in Cellular, Molecular, and Biomedical Studies  
Julian Van Der Made, Earth and Environmental Engineering  
Meredith VanAcker, Ecology, Evolution and Environmental Biology  
Chloe Vaughn, Germanic Languages  
Danylo Villano, Biological Sciences  
Alfred von Krusenstiern, Integrated Program in Cellular, Molecular, and Biomedical Studies  
Anna Waller, Theatre and Performance  
Amanda Warnock, School of Professional Studies  
Ashley Williams, Art History and Archaeology  
Adelina Yankova, Communications

