

TENTATIVE AGREEMENT

The Parties tentatively agree to the following provision:

ARTICLE 1 RECOGNITION

1. The Rockefeller University recognizes the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America, and its Local Union, United Postdoctoral Researchers of Rockefeller-UAW Local ____ [INSERT LOCAL NUMBER], as the exclusive bargaining representative for individuals in the bargaining unit certified by the National Labor Relations Board in Case 02-RC-348389. The bargaining unit shall accordingly be defined as follows:
 - 1.1. **Included:** All postdoctoral researchers employed by The Rockefeller University in the following classifications: Postdoctoral Associate, Postdoctoral Fellow, and Research Associate (hereinafter referred to, collectively, as "Unit Members").
 - 1.2. **Excluded:** All other employees, including Senior Research Associates, individuals employed by the Howard Hughes Medical Institute, office clerical employees, managerial employees, guards, and supervisors as defined by the National Labor Relations Act.

For the University:

For the Union:



Timothy O'Connor
Executive Vice President,
The Rockefeller University

30 April 2025
Date



Sebastián Vivancos
Bargaining Representative
for United Postdoctoral
Researchers of Rockefeller
-UAW Local ____

04/30/2025
Date

The Parties tentatively agree to this provision. All Tentative Agreements are conditioned upon reaching agreement on an entire Collective Bargaining Agreement as well as ratification of such Agreement by both Parties.