

TENTATIVE AGREEMENT

The Parties tentatively agree to the following provision:

ARTICLE __ JOB POSTINGS

1. The University shall post all Unit Member open-hire appointment opportunities (hereinafter "Open-Hire Appointment Opportunities") on the public Careers website (<https://careers.rockefeller.edu/careers-home>) (hereinafter "Official Postings") for no less than two (2) weeks. Application deadlines shall be no less than two (2) weeks after the respective position is posted.
2. For Official Postings only, the University and Hiring Units shall ensure that job postings for Open-Hire Appointment Opportunities contain the following information:
 - 2.1. A statement that the University is an equal opportunity employer and will consider all qualified applicants without unlawful discrimination, and a link to the Office of University Life and Community Engagement website;
 - 2.2. Job title and job description, including but not limited to:
 - 2.2.1. Job responsibilities;
 - 2.2.2. Appointment term (and whether reappointment is possible);
 - 2.2.3. Anticipated starting date;
 - 2.2.4. Location of appointment;
 - 2.2.5. Lab websites (when they exist); and
 - 2.2.6. Compensation and benefits information;
 - 2.3. A link to the Office of Immigration and Academic Appointments website;
 - 2.4. Required application materials and procedures to apply for the position;
 - 2.5. Hiring criteria, including but not limited to eligibility and qualifications requirements, and any application evaluation requirements, such as a required in-person interview, project proposal, or grant application; and
 - 2.6. Acknowledgement that the position falls within the existing bargaining unit and a link to the current Collective Bargaining Agreement.
3. The information included in an Official Posting may be updated to more accurately reflect the nature of the job and the applicants sought but shall not be updated in a way that specifically seeks to exclude particular protected classes of individuals in an

unlawful discriminatory way and shall not be modified to be more restrictive within the period that the position is posted. An exception to this would be if the Official Posting contains a mistake or other logistical or administrative error.

4. Where the University seeks to repost or update an Official Posting, it shall link to a copy of the original posting on the public Careers website (<https://careers.rockefeller.edu/careers-home>) for no fewer than five (5) business days. The application for a reposted Official Posting shall remain open through the last day of the posting period established by Section 1 of this Article.
5. This Article shall only apply in instances where there is a Unit Member Open-Hire Appointment Opportunity.

For the University:

For the Union:



Timothy O'Connor
Executive Vice President,
The Rockefeller University

08.06.2025
Date



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

08/06/2025
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.