

TENTATIVE AGREEMENT

The Parties tentatively agree to the following provision:

ARTICLE __ WORKLOAD

1. General provisions

- 1.1. Full-time Unit Members covered by this Agreement are exempt under the Fair Labor Standards Act (FLSA) and do not receive overtime compensation or compensatory time off.
- 1.2. Unit Members are appointed with the expectation that they will have full-time involvement in scholarly and academic pursuits, except as provided in Section 2 below.
- 1.3. Work schedules shall be reasonable and related to the research needs of the project, with the emphasis placed on meeting the responsibilities assigned to the position, making progress toward research and/or professional goals, and demonstrating research and creative capabilities, rather than on working a specified number of hours. The typical workweek for a full-time Unit Member shall continue to be a minimum of thirty-five (35) hours per week. Given the professional nature and exempt status of Unit Member appointments, the specific hours may vary based on the needs of the research project and occasionally allow a schedule of less than thirty-five (35) hours in a week.

2. Exceptions to full-time appointments

- 2.1. Upon written request of the Unit Member and with written agreement of the Unit Member's HOL, the University may grant an exception to the full-time appointment expectation, referenced in Section 1 above, when the Unit Member is unable to make a full-time commitment for reasons of health, family responsibilities, or employment external to the University subject to the University's Policies on Financial Conflict of Interest in Research and Conflict of Commitment in Research ("Full-Time Appointment Exception"). Such a request must take into account extramural funder requirements, if any. Full-Time Appointment Exceptions may be granted for a period ranging from one month to the time remaining until the end of the Unit Member's term of appointment.
- 2.2. If a Unit Member receives a Full-Time Appointment Exception as described in Section 2.1, the HOL, Human Resources, and the Unit Member shall sign a written agreement specifying the reduction in hours of work and concomitant responsibilities. The University shall notify the Union of such an agreement within

three (3) business days of its execution, and provide a copy of the fully executed agreement.

- 2.3. The full-time work expectation in Sections 1.2 and 1.3, will be prorated for Unit Members with less than a full-time appointment.

For the University:

For the Union:



Timothy O'Connor
Executive Vice President,
The Rockefeller University

11/14/2025
Date



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

11/14/2025
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.