

TENTATIVE AGREEMENT

The Parties tentatively agree to the following provision:

ARTICLE __

APPOINTMENTS AND APPOINTMENT SECURITY

1. Unit Member initial appointments and reappointments (hereinafter referred to, collectively, as “appointments”) have fixed start and end dates. An appointment of a Postdoctoral Associate or Postdoctoral Fellow to a different job title within the bargaining unit (i.e., appointment of a Postdoctoral Associate to Postdoctoral Fellow; appointment of a Postdoctoral Fellow to Postdoctoral Associate; appointment of a Postdoctoral Associate to Research Associate; or appointment of a Postdoctoral Fellow to Research Associate) shall be considered a reappointment.
2. The initial appointment of a Unit Member shall be for a minimum of one (1) year. Longer initial appointments may be offered at the discretion of the University, subject to agreement by the Unit Member.
3. Reappointments shall be for a minimum of one (1) year, or the duration of a fellowship awarded to the Unit Member, whichever is longer. Longer reappointments may be offered at the discretion of the University, subject to agreement by the Unit Member.
 - 3.1. Reappointments may be for a duration shorter than this minimum under the following circumstances, subject to agreement by the Unit Member and notice to the Union:
 - 3.1.1. Reappointments that start during a Unit Member’s first cumulative year within the bargaining unit due to a fellowship awarded to the Unit Member starting or ending (i.e., appointment of a Postdoctoral Associate to Postdoctoral Fellow or appointment of a Postdoctoral Fellow to Postdoctoral Associate); in which case, such reappointment shall have the same end date as the Unit Member’s initial appointment or an end date that is six (6) months from the reappointment’s start date, whichever is later;
 - 3.1.2. Reappointments due to a change in Head of Laboratory (“HOL”); in which case, such reappointment shall have the same end date as the Unit Member’s current appointment under their current HOL, and such reappointment must be renewable if the Unit Member’s current appointment under their current HOL is renewable; or
 - 3.1.3. Eligibility to serve as a Postdoctoral Associate or Postdoctoral Fellow will have ended during the minimum reappointment length, pursuant to

Section 5 below; in which case, such reappointment to Postdoctoral Associate or Postdoctoral Fellow shall have an end date that coincides with the last date on which the Unit Member is eligible to serve as a Postdoctoral Associate or Postdoctoral Fellow or an end date that is six (6) months from the reappointment's start date, whichever is later.

- 3.2.** Reappointments may be for a duration shorter than this minimum, provided they are no shorter than six (6) months and not renewable, under the following circumstances, subject to a mutual agreement of the Unit Member and the Union:

 - 3.2.1.** Work authorization and visa limitations; in which case, such reappointment shall have an end date that coincides with the last date on which the Unit Member is eligible to be employed by the University due to such work authorization and visa limitations;
 - 3.2.2.** The length of time from the reappointment start date to the expected end date of the project is shorter than the minimum reappointment length; in which case, such reappointment shall have an end date that coincides with the expected end date of the project; or
 - 3.2.3.** The length of funding available is shorter than the minimum reappointment length; in which case, such reappointment shall have an end date that coincides with the last date on which funding is available.
- 4.** Appointment as a Unit Member is offered to individuals with a doctoral degree (e.g., Ph.D., M.D., D.D.S., D.V.M., or the equivalent) who seek a program of advanced academic preparation and research training under the mentorship of a faculty member. In the event that such doctoral degree has not yet been awarded prior to an initial appointment, a letter from the granting institution certifying that all requirements for the degree have been fulfilled can be substituted; the Unit Member must provide proof that the doctoral degree has been issued to the University within six (6) months of the initial appointment. The University shall continue a Unit Member's position and the terms of the Unit Member's offer, including the level of compensation, benefits, and other terms and conditions of employment, for the duration of the term specified in their appointment letter, unless the Unit Member: (i) is terminated for just cause, in accordance with Article ___ (Discipline and Dismissal); or (ii) voluntarily resigns.
- 5.** Unit Members may hold the positions of Postdoctoral Fellow or Postdoctoral Associate for up to five (5) years cumulatively. A Postdoctoral Fellow or Postdoctoral Associate may request an extension to the cumulative five (5) year term limit for up to an additional one (1) year, and shall be offered such extension subject to a mutual agreement of the Unit Member, their HOL, and the University, in instances where it is in the best interest of the Unit Member and will support their professional development. At the end of a Unit Member's cumulative third year of employment as a Postdoctoral Fellow or Postdoctoral Associate, and each year thereafter, if any, the Unit Member may request and, if

qualified in the sole discretion of the University, shall be offered a promotion to the title of Research Associate in the event they are offered a reappointment.

6. As soon as practicable, but no later than sixty (60) calendar days prior to the start of the appointment, or with enough lead time estimated to be needed to complete work authorization, whichever is earlier, the University shall provide a Unit Member a written notice of appointment, as described below, with a copy provided to the Union. Under exceptional circumstances, a shorter period between the notice of appointment and start date may be allowed, subject to mutual agreement between the Unit Member and the HOL and, in the case of reappointments, agreement of the Union as well.
7. The letter of appointment shall include the following information:
 - 7.1. Job title;
 - 7.2. Start and end dates of the appointment;
 - 7.3. Appointment percentage;
 - 7.4. HOL or supervisor's name(s);
 - 7.5. A brief summary of the general nature of anticipated required duties and research project(s);
 - 7.6. Stipend and/or salary amount;
 - 7.7. Supplemental compensation information, if available to the University in the Human Resources database;
 - 7.8. Source(s) of funding for the appointment known at the time the appointment letter is sent, including, if applicable, grant or award type/number; and, if there are multiple sources of funding, their respective percentages;
 - 7.9. Payment schedule, point of contact for payment processing, and instructions regarding how to address any future payment issues;
 - 7.10. A statement that the position is covered by this Collective Bargaining Agreement (with URL to the CBA);
 - 7.11. Requirements to accept their appointment, if any;
 - 7.12. Name of contact(s) in Human Resources to contact for information regarding the appointment (with contact information);
 - 7.13. Anticipated place of employment (location of work site(s) – e.g., main campus, other location);
 - 7.14. Assurance of funding availability for the duration of the appointment;

- 8.13. Information on the Faculty and Students Club, Inc. enrollment;
 - 8.14. Point of contact for the Help Desk of the Information Technology (IT) department;
 - 8.15. Information about the University Unit Member Official Orientation for initial appointments, including that attendance at the first Official Orientation held after their initial appointment start date is mandatory and must be attended on paid time;
 - 8.16. A general list of available Unit Member Awards and Fellowships, including travel awards;
 - 8.17. Information regarding Unit Member discount programs available through the University;
 - 8.18. A summary of career and professional development services, including the right for a Unit Member to develop Individual Development Plans (IDPs);
 - 8.19. Websites for research resources and Resource Centers provided by or at the University;
 - 8.20. A website address provided by the Union containing contact information and informational materials on the Union's website; and
 - 8.21. Other information agreed upon by the Parties.
9. The University shall note in the appointment letter if the appointment is renewable and include the general conditions for such renewal that the University will consider in making its reappointment decision. If the appointment is not renewable, but there is the possibility of an initial appointment to another position in the sole discretion of the University, the appointment letter shall include a link to the public Careers website.
 10. In the case of renewable appointments, notification of appointment non-renewal will be provided to Unit Members in writing no later than six (6) months before the end of the current appointment, with a copy provided to the Union. If the notice of appointment non-renewal is not provided at least six (6) months before the end of the current appointment, the appointment non-renewal shall be effective six (6) months from the date the notice is provided.
 11. **Unit Member's right to request alternate appointment terms.** In exceptional situations, for professionally-related reasons, a Unit Member shall have the right to request appointments of shorter duration than those outlined in Sections 2 and 3 or other alternate terms, and shall be offered such appointments in writing, as described in Section 7 of this Article, subject to a mutual agreement of the Unit Member, the HOL, the University, and the Union. Examples of such alternate situations may include:
 - 11.1. A short-term appointment that bridges the Unit Member to another anticipated employment offer, Unit Member appointment, fellowship, or training grant; and

- 11.2. Postponement of all or part of an appointment offer for professionally-related reasons (e.g., short-term consultant work in the Unit Member's field or a teaching opportunity).

For the University:

For the Union:



Timothy O'Connor
Executive Vice President,
The Rockefeller University

03-24-2026
Date



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

03/20/2026
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.