

TENTATIVE AGREEMENT

The Parties tentatively agree to the following provision:

ARTICLE __

UNION RIGHTS AND ACCESS

1. The University agrees to supply to the Union, within one (1) week of the effective date of this Agreement via electronic Excel file, and within two (2) business days of each semi-monthly pay date thereafter, a list of employees in the bargaining unit. The University will further provide a list within two (2) business days of each semi-monthly pay date of Unit Members who are hired, rehired, reinstated, transferred into or out of the unit, placed on leave of absence, separated, or who have made any changes in Union deductions (based on the information provided by the Union under Article __ (Union Security)). These reports will be furnished at no cost to the Union and shall include the following information for each employee in the bargaining unit: legal name, preferred name (if available to the University), Employee ID number, preferred pronouns (if available to the University), gender identity, race/ethnic category, citizenship, visa status, country of origin, date of birth, highest degree earned, job title, HOL, percentage appointment, rate of pay (semi-monthly), initial in-unit position hire date, current in-unit position hire date, current appointment start and end dates, personal mailing address (including street address, city, state, and zip code), work location (including, as applicable, room number, floor identifier, building name, street address, city, state, and zip code), University email address, personal email address, University phone number, and personal phone number. The University will provide an identifier of the type of Union deduction for each Unit Member who authorized such deductions via the electronic list agreed to in Section 5 of Article __ (Union Security), and shall indicate which Unit Members, if any, have not authorized any Union deduction.
2. Unit Members shall have access to the postdoc@rockefeller.edu and ra@rockefeller.edu distribution groups to post union-related information.
3. Once this Agreement is fully reduced to writing and ratified, the Parties agree that it shall be published on a designated University website.
4. The Union may designate officers and/or stewards. The University shall deal with such officers and/or stewards as representatives of the Union for administering the Agreement. Reasonable release time will be granted to such designated officers, stewards, and, as applicable, other Unit Members for administering the Agreement, which will be coordinated with the Unit Member's HOL. For the sole purpose of granting release time to Unit Members under this Section, the Union shall submit a current list of

Union officers and stewards to the University, and shall update the list as changes occur, to be maintained solely by Human Resources. A Unit Member's HOL may request confirmation that such Unit Member is eligible for release time under this Section from the Vice President for Human Resources, who shall promptly confirm whether such Unit Member is eligible for release time under this Section and notify the Union of the HOL's request and the University's response. The University shall not disclose a Unit Member's requests for release time under this Section to an HOL who is not such Unit Member's HOL. No Union officer or steward shall be discriminated against for union membership or activity.

5. One (1) UAW representative at a time shall have reasonable access to the University premises for the purpose of conferring with its officers, stewards, and/or Unit Members covered by this Agreement, and for the purpose of administering this Agreement, unless additional representatives are pre-approved by the Vice President for Human Resources. Approval for such access shall not be unreasonably denied. However, such access shall not interfere with the operations of the University and shall not include access to areas of the University premises which are restricted due to safety, health, campus security, or privacy concerns (e.g., a lab which is designated as restricted space due to dangerous chemicals or elements being used in experiments, etc.).
6. The Union shall be permitted orientation time for all Unit Members at the time of appointment, and the orientation shall be considered as time worked. The University shall provide official Unit Member orientations at the University conducted by Human Resources ("Official Orientations") at least monthly in the event there are new Unit Members. These Official Orientations are mandatory for all new Unit Members to attend, and the University will provide the Union with reasonable advance notice of such Official Orientations. The Union shall be permitted forty-five (45) minutes of orientation time during the Official Orientations ("Union Orientation Time"). Reasonable time off without loss of pay to attend Official Orientations will be granted for two (2) Unit Members to present during Union Orientation Time, assuming that the Unit Members' HOL approves. Such approval shall not be unreasonably denied.
 - 6.1. The University shall include information about Unit Member Official Orientations in an electronic informational packet provided to Unit Members at the time they receive their initial offer letter, including that attendance at the first Official Orientation held after their initial appointment start date is mandatory and must be attended on paid time. The University shall notify all new Unit Members of the date, time, and location of the next scheduled Official Orientation via electronic mail as soon as practicable after such Official Orientation has been scheduled.
 - 6.2. At Official Orientations, the Union shall be entitled to provide Unit Members with introductory Union materials during Union Orientation Time, including an application for a Union membership card and a dues authorization card, as well as a Voluntary Community Action Program (UAW V-CAP) form.

7. When requested by the Union through the University's reservation procedures in accordance with Section 7.1 of this Article, the University shall provide conference and/or meeting rooms for union meetings at no cost.
 - 7.1. University facilities may be reserved by a Unit Member by completing an electronic booking form on the University's website. The booking calendar requires one (1) hour between each room reservation in order to ensure enough time for setup and cleanup between meetings. The University's Development Office must approve the use of all University facilities by Unit Members in the same manner as the University's Development Office approves the use of all University facilities by all other University personnel, and will acknowledge all electronic booking reservations by Unit Members. If food, audio/visual, or other services are requested, arrangements must be made directly with the University's providers of those services. Catering arrangements for all events must be made through the University's caterer(s). The University prohibits the use of University facilities for events with a partisan political, religious, or fundraising purpose. In addition, University facilities are not available for personal use (e.g., weddings, birthday parties, or other private parties). University personnel are not permitted to cover the University's logo on any of the podiums used at an event.
8. The Union shall have access to post physical union-related notices solely on notice boards placed by the University in the following physical locations throughout campus: (1) the notice boards adjacent to the elevators on every floor in the Collaborative Research Center; (2) the first- and second-floor lobby spaces in the Kravis Research Building; (3) Bass Dining Commons; (4) the elevator notice boards in the Rockefeller University Hospital; (5) the first-floor notice board adjacent to the elevator in Bronx Laboratory; (6) the tunnel leading from the Rockefeller Research Building; (7) the first-floor lobby space and the notice boards adjacent to the elevators in the Rockefeller Research Building; and (8) the elevator notice boards in the Weiss Research Building. The Union will notify Human Resources as soon as practicable after posting such physical union-related notices. Notices shall be no larger than 11" x 17" and shall indicate that they are union-related.

For the University:

For the Union:



Timothy O'Connor
Executive Vice President,
The Rockefeller University

06.01.2026

Date



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

05/26/2026

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.