



TO: All Postdoctoral Fellows

FROM: Eric Nestler, MD, PhD

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Postdoc Union Negotiations

The Icahn School of Medicine at Mount Sinai and the United Auto Workers (UAW) union have been engaged in collective bargaining over an initial contract for postdoctoral fellows at Icahn Mount Sinai since fall 2022. We received the UAW's financial proposals a few weeks ago, on June 27. Individuals have volunteered to us that postdocs at Icahn Mount Sinai and certain other New York City schools may soon begin voting on whether to authorize a strike.

In the interest of avoiding any miscommunication, here are some things we would like you to know.

- We are committed to continuing to negotiate in good faith in order to reach an agreement that provides our postdocs with the support you need to advance your personal and professional development.
- Postdocs, like all of our employees, are expected to maintain full-time schedules and work responsibilities, and the failure to do so during a strike will result in loss of pay and benefits for any time not worked.
- Please understand that a work stoppage, such as a strike, could significantly hinder your research projects, e.g., cells need to be regrown. This could harm not only you and everyone involved in the research project but also the patients who would ultimately benefit from it.
- Holders of certain visa classifications may be affected in the event of a strike. Please contact your immigration specialist in Mount Sinai's International Personnel office, or if applicable, your own immigration counsel, if you have questions.

You, our postdocs, play a vital role in our efforts to push forward the frontiers of biomedical science while developing the experience you need to launch independent careers in academic research, industry, or other sectors. We thank you for your continued, shared dedication to research excellence.
