

SWC UAW Local 2710 CONTRACT DEMANDS

Members have approved the following demands to become part of our contract campaign.
Articles marked TBA for approval still need to be finalized through a General Body Meeting.

COMPENSATION

Approved: July 19, 2025

Article

Guide

Demands:

- **A Living Wage:**
 - A wage of no less than \$76k per year for all workers at Columbia
 - Raises commensurate with inflation and rent - Cost of Living adjustment

NON-DISCRIMINATION AND HARRASSMENT

Approved: SEPT 3rd

Article

Guide

Demands:

- **Disability rights:**
 - Shorter timeline to secure accommodations from the Office of Disability Services
 - Disability Equity Fund to support needs that are not reimbursable by the Health Fund (local transportation, personal care attendances, household cleaning)
 - University must provide job-related equipment and furniture
- **Recognition of caregiver status** as a protected class from discrimination;
- **Safeguards for vulnerable workers if discrimination laws are overturned:** If there is conflict between existing laws at federal/state/local level and University policy, workers should receive whatever provides the greatest amount of protection.
- **Timely update of name/gender/other personal information in Uni system:** University will work promptly to update employment records to reflect changes in name and/or gender
- **Formal process for bullying/power-based harassment complaints**
- **Shorter timelines to resolve OIE complaints**, especially so that issues cannot be pushed past when we graduate
- **Standardized process to appeal discipline and dismissal cases** – dismissal as a student also severs your status as a worker.

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HEALTHCARE BENEFITS

Approved: [DATE]

Article

Guide

Demands:

NON-CITIZEN PROTECTIONS

Approved: [DATE]

Article

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Demands:

Expanded protections for International Students

- Ensure that international student information is not shared with the Department of Homeland Security beyond what is legally required
- Establish Columbia as a "Sanctuary Campus"
- Protect international student jobs and do everything possible to help international students facing issues entering the US or facing deportation threats
- In the case that an international student cannot stay in the US, Columbia will make accommodations to ensure that they are still able to complete their work and work towards their degree

Additional resources for international students

- Columbia will provide an immigration lawyer and an accountant available to all international students free of charge
- ELL services will also be available to international students and dependents free of charge
- The university will reimburse any associated international student fees, and will establish a hardship fund for international students facing financial burden
- International students will be allowed to use the full 12 months of CPT allotted to them by USCIS
- Flights will be reimbursed for international students who have to return home (or a safe third location)

HEALTH AND SAFETY

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Approved: [DATE]

Article

Guide

Demands:

Eliminate Public Safety's power to harm our community

- We demand that Public Safety officers **must not be empowered to use force**, arrest people, or forcibly remove them from University property. They must not require anyone to remove a face or head covering. Refusing to present University officials with any form of identification cannot subject a person to disciplinary action.
- Public Safety must not carry firearms, tasers, lethal weapons, or less-than-lethal weapons, or store them in any office or building.
- We demand **transparent misconduct procedures** that hold Public Safety accountable to the community that they police. Public Safety must publish a descriptive list of all misconduct complaints of past and present employees on their website.
- We demand a **document request system for internal communications and surveillance files**.
- Publish all external reviews conducted of Public Safety.
- **Granting SWC a permanent seat on the Inclusive Public Safety Advisory Committee (IPSAC).**
- Maintain an **organizational chart** with the power of each role in the Public Safety bureaucracy.
- **Provide an itemized budget** of expenditures made by Public Safety.

Stop surveillance

- The University must cease all ongoing surveillance efforts through both electronic means and through employing investigatory personnel. It must not initiate new information-collecting.
- The University cannot compel workers to disclose information about their social media profiles.
- **Surveillance data can never be the sole grounds on which workers are disciplined.** We must have access to any monitoring data prior to disciplinary procedures. Any information collected in violation of this contract will not be admissible evidence in disciplinary cases.

Get cops off campus and stop Columbia from collaborating with them

- **Columbia must not allow state, local, and federal law enforcement on campus.** They can only come onto campus if they have a valid judicial warrant.

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- The University will not share information with local, state, and federal law enforcement unless they are compelled by a judicial warrant. The University must notify the Union and affected workers if they are being compelled to share information by judicial warrant.
- The Public Safety cannot coordinate with the NYPD to guard entrances and exits to the University.

Open the Gates

- The University must end its illegal closure of College Walk and open the main gates to allow public access to campus.
- Columbia cannot block workers or their dependents from accessing health care resources, research resources, or their workplace.
- The university cannot force us to swipe our CUID to get into non-residential buildings.

Fire private contractors

- Within six months of our contract's ratification, the University must fire all private contractors. All data collected and other planning documents used by private contractors must be destroyed.

GRIEVANCE

Approved: SEPT 3rd

Article

Guide

Demands:

We're proposing to remove the "statute of limitations" on grievances, and extend the timeline for escalating grievances. This will make it easier for us to pursue workplace problems without any falling through the cracks. We're also trying to expand possible informal resolutions at the department and school level through designated third parties, removing decision making power from the hands of university admin. Finally, we'll fight to make Columbia pay for arbitrations they lose, so they can't drain union resources by making us pursue easily-won cases, and also force them to accept our desired remedies if they simply don't respond to our requests.

DISCIPLINE AND DISCHARGE

FOR APPROVAL:

Article

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Demands:

PARENTS' RIGHTS

Approved: August 7th

Article

Guide

Demands:

- **Increase parental accommodation period from 12 weeks to 16 weeks at 100% pay**
 - **Offer option for additional 8 weeks at 67% pay**
- **Ensure funding is guaranteed**
- **Simplify funding process and clarify timing**
 - **Provide stipend during parental accommodation**
 - **Defer funding that would otherwise have been used during this period**
- **Expand benefits to cover all eligible undergrad and masters' student workers**

ARTIFICIAL INTELLIGENCE

Approved: [DATE]

Article

Guide

Demands:

We will fight for a new contract that protects student-workers from AI job replacement and AI-related theft in our new contract. We seek full transparency from Columbia regarding use of student-workers' creative or intellectual products and/or personal data in AI training, and a guarantee that any and all use of student-workers' creative or intellectual products or personal data in AI training is disclosed, consented to, and fairly compensated.

WORKING CONDITIONS

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Approved: August 7th

Article

Guide

Demands:

University-wide technology grant to reimburse student-workers for any purchases of equipment or software necessary to perform their assigned duties (e.g. laptops, monitors, Zoom account, etc).

Guaranteed offices in every department for all student-workers to hold office hours with students. Sufficient space in labs for student-workers to store food and personal belongings away from hazardous materials.

Fifteen vacation days for student-workers on twelve month appointments, twelve vacation days for other student-workers. Ten days of bereavement leave for all student-workers. Fourteen paid days for student-workers required to travel out of the country to maintain immigration status.

Relocation assistance.

Annual transit card.

Full dental and vision.

ACADEMIC RIGHTS, COPYRIGHT/IP, RESEARCH INTEGRITY

Approved: [DATE]

Article

Guide

Demands:

Rights

1. We will fight to contractually define academic freedom and guarantee academic freedom to all student-workers in our capacities as researchers and instructors. This means that we will be guaranteed the right to teach and research the topics of our choice, and to speak as individuals internally and externally to the university, without facing unreasonable discipline or censorship by our supervisors, the University, or government entities.

Copyright and Intellectual Property

2. We will fight for a new contract that recognizes that student-workers, like faculty, are often significant contributors to or originators of many scientific concepts/inventions, and ensure we are allowed to object to any abuses of the products of our intellectual labor. We will also seek better protections for and greater control over the products of our teaching labor, including the ability to retain control of course content we develop while at Columbia and to refuse recording of our teaching.

Research Integrity

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3. Recognizes student workers as significant contributors/originators of scientific conceptions/inventions
4. Allows conscientious objection by student worker originators to protect against abuses of inventions/conceptions

APPOINTMENTS

FOR APPROVAL: TBD

Article

Guide

Demands:

Appointments We will fight to protect the current level of appointments from unnecessary reductions, expand the required information for appointment letters to promote transparency, and require the university to provide salaried appointments to all students who would otherwise qualify for such appointments in our new contract.

UNION RIGHTS

FOR APPROVAL: TBD

Article

Guide

Demands:

1. We will fight for a new contract which establishes an "agency shop," meaning that all workers, as a condition of employment, will be automatically enrolled in our union. If they do not wish to join the union, workers may pay a "fair share fee" equivalent to dues to help pay for the cost of running the union. This provision is common in graduate student unions and unions in general, and will allow us to spend more time building relationships with members and solving problems, rather than individual outreach for the sole purpose of signing union cards.
2. We will fight for a new contract that makes the union more accessible to members, allowing us to reserve campus rooms, have union billboards, and get more time during our union orientations. We will also seek the ability for a select number of elected union officers to swap out their teaching or research appointments for union work, making union organizing more accessible to everyone.

OBLIGATIONS UNDER INTERNATIONAL LAW

FOR APPROVAL: TBD

Article

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Demands:

We have the right to a just workplace, which means that our employer should not be complicit in violations of globally accepted ethical standards, like international law and human rights law. We have seen Columbia repeatedly violate other workers' rights in order to repress those who ask for this ethical bare minimum. We demand that Columbia University divest from any private company, state actor, or financial institution violating international law and human rights law.

FINANCIAL TRANSPARENCY

FOR APPROVAL: TBD

Article

Guide

Demands: In a climate where Columbia spends seemingly unlimited money on security, hands over hundreds of millions to the Trump administration, and yet claims to not have enough money to pay its workers across multiple unions and sectors, we have a right to know where Columbia puts its money. We demand that Columbia University commit to financial transparency in all facets of the institution, including investments and holdings, government contracts, administrator salaries, and expenditures from public safety and facilities, including private security contractors.

TRANSITIONAL FUNDING

FOR APPROVAL: TBD

Article

Guide

Demands:

Grad students who receive funding directly from their advisors can be uniquely vulnerable when issues arise with their advisor. We already have a stipulation for transitional funding to cover students who need to find new advisors, but the system is still skewed against students. We will fight for a new contract that includes adequate, accessible, and advisor-independent transitional funding for graduate students who wish to switch advisors or research labs for reasons that include issues of harassment, discrimination, or moral disagreement. There will not be a requirement to prove or justify the concern to the University to access this funding.

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Previous demands docs:

- [Bargaining Starting Positions](#) [Results - Bargaining Starting Positions Poll](#)
- Contract article proposals we've voted on:
 - [2025_04_25_SWC_Health and Safety](#)
 - [Academic Rights/Appointments/Management Rights - Contract Article Draft...](#)
 - [International Students - Contract Article Drafts - 2025](#)
- Our spring demands (These are slightly different from contract demands, but they do overlap. These are immediate demands to protect international students and protect people from funding cuts that our membership voted on in a 300 person GBM) - [SWC Spring 2025 Demands](#)