


Columbia University and the Student Workers of Columbia (SWC)

- The Student Workers of Columbia (formerly the Graduate Workers of Columbia) are affiliated with the United Auto Workers (UAW).
- The NLRB certified the union in December 2017 and the union and Columbia reached a tentative agreement in April 2021 after a 7-day strike in April 2018.
- The April 2021 tentative agreement was voted down by the union membership. In July 2021, after a new union bargaining committee was elected, the union went on a 60-day strike (March 15–May 13, 2021) and later called an indefinite strike which lasted for 65 days (November 3, 2021–January 7, 2022). The strike ended after the union and Columbia reached a second tentative agreement.
- The union membership ratified its first contract on January 28, 2022, more than 4 years after the NLRB certified the union and after three strikes.

Examples of Columbia Union's Demands	What Made it into the Final Contract
<p>Various housing requests, including:</p> <ul style="list-style-type: none"> • Rent and security deposit not due until stipend issued • Stipends to exceed housing rate increases • Housing subsidies commensurate to those at competitor institutions (include utilities, internet) • Summer housing subsidy OR include summer housing in cost of living calculation for compensation • Transfer security deposit immediately after moveout • Guaranteed university housing until end of degree • Ensure transparency in availability and allocation of apartments 	
<p>Various requests concerning international students, including:</p> <ul style="list-style-type: none"> • Provide all possible support to preserve and expand fair work opportunities for international students after graduation (e.g. OPT, STEM extension to OPT) in coordination with the union • Provide affordable and accessible housing for international student workers, including summer housing in the case of forced stay in the country due to immigration bans • Declare Columbia a sanctuary campus • Maintain registration status for international student workers on paid or unpaid leave 	<p>University may refer student to legal resources but legal fees remain the responsibility of the student.</p>
<p>Right to grieve or arbitrate merits of allegations of sexual misconduct, discrimination, and academic retaliation</p>	<ul style="list-style-type: none"> • Title IX issues are only grievable after internal processes are exhausted • Non-Title IX complaints may also be grieved if they are not resolved within 75-days of receipt by the University (longer if complex issue)
<p>PhDs guaranteed funding for 7 years, with the ability to reallocate or “bank” guaranteed funding for additional years if student worker secures outside funding</p>	