

## Fwd: Solidarity with Sinai Student Workers - UAW and Ask for Neutrality from Sinai Administration

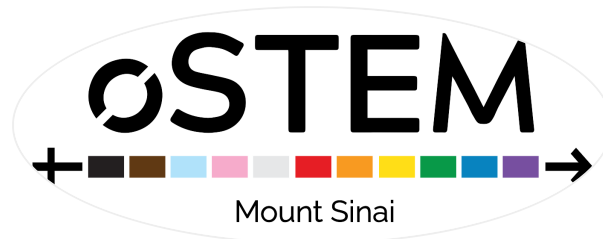
1 message

Mount Sinai, oSTEM <ostem@icahn.mssm.edu>

Mon, May 22, 2023 at 12:08 PM

To: ERIC NESTLER <eric.nestler@mssm.edu>, MARTA FILIZOLA <marta.filizola@mssm.edu>

Cc: "info@sinaistudentworkers.org" <info@sinaistudentworkers.org>



**oSTEM at Mount Sinai**

[ostem@icahn.mssm.edu](mailto:ostem@icahn.mssm.edu)

April 14, 2023

**Summary: We stand in solidarity with our fellow scientific workers in the struggle for improved and fair working conditions within higher education and research fields. We ask that the Mount Sinai administration remain neutral and refrain from any effort to influence the student worker's decision on unionization.**

To the Mount Sinai Community,

**We stand in solidarity with our fellow scientific workers in the struggle for improved and fair working conditions within higher education and research fields.** We understand that a majority of PhD and MD/PhD graduate student workers at ISMMS have chosen to support bargaining collectively with Mount Sinai in order to work toward improvements in overall working conditions. We firmly believe in the student workers' right to unionize given the exceptional research that they not only contribute to, but often spearhead, which ultimately contributes to Mount Sinai's financial success and prestige as one of the premier research institutes in the United States.

Academic and research institutions benefit from the work of students, volunteers, and early career trainees who shoulder an untenable workload without appropriate compensation. PhD and MD/PhD graduate workers are especially vulnerable to mistreatment, harassment, and lack of accommodations because individual working conditions are up to the discretion of the lab's PI - this leads to highly variable and often unfair treatment of student employees.

These conditions are especially aggravated by the pandemic -- living expenses in the city are at an all-time high, placing additional stress on students, especially those whose living situation or needs are not accommodated in Aron Hall. While we have seen our stipend increase over the last three years, the increases match with the annual percent inflation and are nowhere near meeting the 40x salary requirement to afford an apartment in NYC. We acknowledge that this is especially relevant to the LGBTQIA+ and MMINDs (Mad, Mentally Ill, Neurodivergent, and Disabled) communities, families, and people who need to support others on their limited stipend. Many of us have experienced the validity of our relationships interrogated by the couple's housing policies, our ability to see our loved ones inhibited by Aron Hall security, and have faced a lack of disability accommodations.

Unions provide a way for students to seek accountability from Mount Sinai in addressing racism, transphobia, ableism, and other forms of harassment, mistreatment, and oppression within the institution. Student workers at many academic institutions across the United States have made progress in these and other areas through forming their respective Unions.

**We ask that the Mount Sinai administration remain neutral and refrain from any effort to influence the student workers' decision on unionization, or to delay procedures for verifying majority support and beginning the bargaining process.** As members of the Out in Science Technology, Engineering, and Mathematics (oSTEM) chapter at Mount Sinai, we promise to continue advocating for students, especially those with intersectional identities that put them at the greatest risk of harm and mistreatment, while the Union engages in collective bargaining, something that oSTEM does not have the authority to do.

Signed,

**The oSTEM at Mount Sinai Executive Board** - [ostem@icahn.mssm.edu](mailto:ostem@icahn.mssm.edu)

Kayla Townsley

Winston Cuddleston

Aster Perkins

Sam McConnell

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Aleta Murphy

Josh Grey

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Alissa Valentine

*"It is in collectivism that we find reservoirs of hope and optimism" - Angela Davis.*



oSTEM at Mount Sinai is dedicated to increasing the participation of people in disciplines related to science, technology, engineering, or mathematics (STEM) who identify with LGBTQA+ communities.

This includes transgender and/or non-binary, gender non-conforming, queer, asexual/aromantic spectrum, gay, lesbian, bisexual, pansexual, intersex, two-spirit, questioning, and ally-identified people—and everyone in between!

All associates of Mount Sinai are welcome, including research technicians, master's students, medical students, PhD students, postdoctoral fellows, etc.

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