

Barnard College/UAW, Local 2110
Management Proposal
October 16, 2012

1. Contract term: 7/1/12 - 6/30/15 (three years)

2. Wages:

- \$1000*
- a. ~~\$850~~ ⁴⁵ lump sum paid within ~~60~~ days of ratification and pro-rated for part-timers.
- b. 7/1/13: 2% base wage increase
- c. 7/1/14: 2% base wage increase

*(full amount for
9+10 months)*

3. Childcare:

- a. 7/1/12 increase by \$1000
- b. 7/1/13 increase by \$1000
- c. 7/1/14 increase by \$1000

4. Night Shift Differential:

- a. ~~1/1/14~~ increase by \$.05

5. Uniform:

- a. 1/1/13 increase by \$10

6. Longevity: 1/1/13 add new step +\$150 at 30 years

7. GHI Healthcare rate to increase no more than 5% for calendar year 2013.

8. Retirement Benefits: Section 21

- Increase breakpoint to \$16,000 effective 1/1/13 and to \$23,000 1/1/14.
- Beginning 7/1/2013 and on each 7/1 thereafter, employees with 25 years of service will receive an additional pension contribution of ~~\$150~~ *400*.

9. Severance Pay attributable to lay-offs, reorganizations and position elimination:

- Maintain the calculation at 1 week of pay for year of service up to a cap
- Increase maximum payment from 11 weeks of base pay to 20 weeks

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10. Voluntary Retirement Program

- Same terms as current Administrator plan-1 week of pay for each year of service up to 26 years of service, health insurance for 3 months after retirement date, and Barnard tuition for eligible daughters. Retirement window to run for a 60 day period following ratification of the contract

11. Same Sex Domestic Partners Gross UP

- Implement as soon as practical following the reification of the contract. Calculation and verification requirements to correspond with those already in place for faculty and administrators

12. Criminal Background Check

- During the period 10/16/12 through 6/30/15 ^{two} ~~one~~ criminal background check^s may be conducted on each employee in the following titles: Access Attendants, Dispatchers, Administrative Assistants in Public Safety and Residential Life, and Receptionists in Residential Life. ~~During the term of the agreement employees covered by this provision must inform management of any arrest"~~

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13. Healthcare Waiver

- Increase the health insurance waiver payment for full-time employees who demonstrate that they have coverage elsewhere from the present level of \$1,000 per year to \$2,400 for single coverage and \$4,800 for multiple/family. Amounts would be pro-rated for part-time, benefits eligible employees opting out of health insurance

14. Grievance Procedure: ~~Grievance Form/Step 3s~~

1. Without waiving their statutory rights, a grievance either on behalf of the College or the Union may be presented initially at a Step 3 for the following reasons:

- Termination
- Suspension
- Denial of leaves of absence, vacation times or flexible hour schedules.
- A grievance which affects a substantial number of a class of employees, and which the College representative designated in Step 1 and 2 lacks authority to settle, may initially be presented at Step 3 by the Union representative.

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15. Bereavement Leave

Add domestic partner after spouse

16: Job Evaluation Committee:

- Union will be given notice of i) newly created and ii) material changes in job descriptions for 2110 jobs two work days (Monday – Friday) in advance of position

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posting. So as not to hinder recruitment and operations, the position will be posted after these two days. After review, and upon Union request, the JEC will convene to discuss if necessary.

- The Union will not contest position upgrades to top grade provided the position is vacant and no substantial changes in eligibility were made. The Union reserves its right to schedule a meeting with Human Resources if there are substantial changes for position eligibility.

17. Flexible Hours

- Flexible hours shall be arranged for any employee who has a need, provided the department continues to be effective and efficient and can operate without disruption. *effectively.*

to operate
MR

This agreement is subject to ratification of the parties.

for information
Curran
RW

Ue
King
Harold

MR *MR* *MR*