

MEMORANDUM OF AGREEMENT

1. Wages

- 3% each year of a four year contract (July 1, 2019-June 30, 2023) effective July 1, 2019, July 1, 2020, July 1, 2021, and July 1, 2022. Same amounts added to minimum rates on same dates.
- Seniority/Longevity increase – replace the seniority increases listed at the end of Section 27 with the following:
 - 5 Year - \$400
 - 10 Year - \$400
 - 15 Year - \$400
 - 20 Year - \$400
 - 25 Year - \$500
 - 30 Year - \$600
 - 35 Year - \$700
- Night Shift Differential – Increase by \$.25 at ratification, increase by \$.15 effective July 1, 2020, increase by \$.10 effective July 1, 2021 and \$.10 on July 1, 2022.
- Signing Bonus: The College will pay the employees a \$100 signing bonus following ratification of the collective bargaining agreement. This bonus will be pro rated for part-time employees based on their regularly scheduled hours.

2. Retirement

Increase Section 24(c) payment to \$500 effective on July 1, 2019. Employees who received a \$400 payment in 2019 pursuant to Section 24(c) will receive a one-time payment of \$100.

3. Childcare Leave

Replace the current Section 22.E with the following:

“After completing the New York state law disability period, if applicable, employees will have up to one year following the date of childbirth, surrogacy, foster placement, or adoption to take 6 weeks of paid leave. This leave will run concurrent with all applicable leaves provided by federal, state, and local law, including but not limited to FMLA leave and NYPFL. Vacation time will accrue during the leave. Sick time, and other such benefits will not accrue during this leave.

- Leave may be taken intermittently or consecutively.
- If both parents work for the College, each parent is eligible to receive 6 weeks of paid childcare leave.

In order to receive full pay during the leave, an employee must apply and be approved for NYPFL benefits.”

4. Childcare Subsidy

Increase subsidy provided in Section 31 by \$1,000 each year as follows: effective on July 1, 2019 \$42,000, effective on July 1, 2020 \$43,000, effective on July 1, 2021 \$44,000, and effective on July 1, 2022 \$45,000.

5. Tuition/Scholarships

Amend last paragraph of Section 25 to reflect the following: effective at ratification, replace \$5,000 with \$6,000 and effective on July 1, 2021, replace \$6,000 with \$6,500.

6. NYPFL

The College will amend its policy to more accurately reflect the current practice regarding use of partial days of earned time off during NYPFL leave.

7. Meal and Transportation Allowance

Replace current Section 40 with:

“An employee will receive up to \$15.00 in meal money and taxi fare in an amount not to exceed \$20.00 if the employee is:

(1) working on a Saturday, Sunday or holiday which is not a regularly scheduled work day; or

(2) scheduled to work more than two (2) hours past his/her regularly scheduled work time, and who is being compensated in accordance with the overtime provisions herein, or

(3) works two (2) shifts in the same day (between 12:00 am – 11:59 pm) where the second shift starts within one (1) hour of the end of the first shift.

Such payments are to be made only for actual expenditures up to the maximum amount provided in this Section and only upon presentation of receipts for the meal or transportation actually taken.”

8. Front Desk Attire/Uniform Allowance

Effective at ratification, replace \$160 with \$185 in Section 50(f).

9. Short Term Disability

The College will provide short term disability coverage of \$300/week for full-time employees, pro rated for part-time employees based on their regularly scheduled hours. In order to receive this short term disability pay, an employee must apply and be approved for New York State Disability benefits.

10. Life Insurance

Will increase face amount of current life insurance for bargaining unit to \$20,000 effective January 1, 2020.

11. Add following sentence to Section 15. Hours:

Any employee who will arrive late to the employee's scheduled shift must endeavor to notify the employee's supervisor, using the method designated by the employee's supervisor, as soon as possible, but at least fifteen (15) minutes prior to the start of the employee's scheduled shift.

12. Amend language in Section 25. Tuition Exemption as follows:

Change: *Daughters-Children of full-time employees, who consistently live and identify as women, regardless of the gender assigned to them at birth, and who are accepted for admission to Barnard under the normal admission procedures shall be entitled to eight (8) semesters of tuition.*

13. Section 29. Electronic Funds Transfer

Replace Section 29 with the following: "Pay day will be on Thursday following the end of the two week pay-cycle. If Thursday is a U.S. banking holiday, pay day will be the previous business day."

Add the following to Section 29: "Once every fiscal year, an employee may request up to ten (10) days of advance pay from available accrued vacation."

The College will no longer print paper pay stubs for employees who are paid via direct deposit, unless requested by the employee.

[Remainder of page intentionally left blank]

14. Section 35. Performance Evaluation

The Labor-Management Committee will discuss the development of a performance evaluation tool for the bargaining unit. The Labor-Management Committee's work will end no later than December 31, 2019. If the Labor-Management Committee reaches a consensus on a performance evaluation tool by December 31, 2019, the College will adopt that tool, but if the Labor-Management Committee fails to reach consensus as of that date, the College may implement a performance evaluation tool it deems appropriate for the bargaining unit.

Agreed and accepted:

For Barnard College

Catherine Geddis

For Technical, Office and Professional
Union, Local 2110 UAW

[Signature]
Sharon Walls (S)
J. Turanne
Cake Cook
[Signature]
[Signature]

Dated: 8/1/19

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