

Memorandum of Agreement
Local 2110 UAW and Barnard College
TERM: July 1, 2023-June 30, 2028

Wages

Year 1 - 4% effective July 1, 2023, processed no later than 60 days after ratification
Year 2 - 4% effective July 1, 2024
Year 3 - 3% effective July 1, 2025
Year 4 - 3% effective July 1, 2026
Year 5 - 3% effective July 1, 2027

Same amounts added to minimum rates on the same dates.

Seniority Increase

On January 1 of each year, employees who have attained their five-, ten-, fifteen-, twenty-, twenty-five-year, thirty, **thirty-five, and forty years** anniversary in the prior year will receive payment added to the employee's rate (prorated based on hours worked per week) as follows:

5-year - \$500
10-year - \$500
15-year - \$500
20-year - **\$1000**
25-year - **\$1000**
30-year - **\$1000**
35-year - **\$1000**
40-year- \$1000

Pandemic Bonus

- Employees who worked on campus FT, are on the list (attached), and are still in the bargaining unit and working for Barnard – to receive \$800.00 following ratification of the agreement.
- Employees who worked on campus PT, are on the list (attached), and are still in the bargaining unit and working for Barnard -to receive \$400.00 following ratification of the agreement.
- For anyone not on the list who believes they are eligible, **or that their status as working FT or PT on campus during the time of the “New York on PAUSE” (Executive Order 202.8) from March 22, 2020 to June 8, 2020 has been incorrectly determined**, they have 30 calendar days from ratification of the agreement to notify the College of this. **The College will review such claims. If the College determines the employee was incorrectly excluded from the list or the employee's FT or PT status was incorrect, the College will notify the employee and the Union and make the appropriate adjustment.** Verifiable claims made **within 30 calendar days from ratification** will be honored and processed 60 calendar days after ratification of the agreement. If the College is unable to verify the claim, payment will not be made. Any claims made after this time are waived.

Retirement

Modify Article 24(c) as follows: **Beginning 60 days after ratification and then on each 7/1 thereafter: Employees with 15 years of service will receive an additional pension contribution of \$500.00; Employees with 20 years of service will receive an additional pension contribution of \$750.00;**

For employees with 25 years of service, **they will receive an additional pension contribution of \$500.00 60 days after ratification.** Then, on each 7/1 thereafter they will receive an additional pension contribution of **\$1000.00.**

Short Term Disability

The College will provide short term disability coverage of **\$500/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.

Sick Leave

Modify Article 20. SICK LEAVE as follows:

Employees, after one (1) year of employment, shall be entitled to fifteen (15) paid sick leave days.

Employee Dependent Tuition

New Section: Dependent children of any employee who has been employed as a Regular, Full-Time employee for at least one (1) year may receive a maximum of \$3000 per semester towards tuition at a 4-year accredited college/university outside of Barnard for up to a maximum of eight (8) semesters within a six (6) year period. To receive this benefit, the employee must remain continuously employed and the dependent child or children must be enrolled in the institution with good standing. The College shall request documentation from the institution to verify enrollment and good standing. Eligibility is for Fall and Spring semesters only. This tuition benefit will be paid by the College directly to the institution. Further information is available through the Office of Human Resources. Regular, Part-Time Employees are eligible for a pro-rata amount of the above, in accordance with their date of hire.

Childcare

Modify Article 31 Child Care Subsidy as follows: The College will provide a fund of \$46,000 upon ratification \$47,000 effective July 1, 2024, \$48,000 effective July 1, 2025, \$49,000 effective July 1, 2026, and \$50,000 effective July 1, 2027 to be distributed as a child care subsidy to employees with children who are twelve years of age and under, in accordance with a formula to be developed by the Union and approved by the College, such approval not to be unreasonably withheld.

Meal Allowance

Modify existing Section 40: Lunch and Dinner Money as follows:

An employee will receive up to **\$20.00** in meal money and taxi fare in an amount not to exceed **\$25.00** 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.

Union Leave

- 1.0 FTE, College to pay 25% of salary, Union to pay 75% of salary
- Person would be a College employee
- Person would receive contractual benefits for a part-time employee under collective bargaining agreement, including healthcare and retirement contribution.
- Union will cover the cost of any benefit it wishes the employee to have as a full-time benefit, including an additional retirement contribution.
- Person would be eligible to return to any open position in the bargaining unit for which management determines they qualify.

Holidays

- Add Juneteenth to the holidays in the CBA.
- If the College closes campus offices that are open Monday-Friday between Christmas and New Year's Day (excluding days that are listed as contractual holidays under Article 19), bargaining unit members who must work any day during the closure period may take an alternate day off no later than June 30th of the following year, in consultation with managers.

Healthcare FSA

The College will establish an employee-funded healthcare Flexible Savings Account for bargaining unit members in line with IRS regulations. The parties understand that in order for this benefit to be effective January 1, 2024, the open enrollment session for this must commence no later than December 15, 2023.

Essential Workers

In the event that the College determines, in its sole discretion, that a severe weather or other emergency will occur/is occurring and will impact the College's operations, the College may require certain bargaining unit members to-report to or remain and work on campus. Such employees will be sent an email that the College has made the determination referenced above, copying the Union and instructed to report to or remain and work on campus ("notification"). Those employees shall be compensated at 1.5 x their regular rate of pay for all hours worked after this notification until the College subsequently sends them an email notifying them that the severe weather or other emergency has ended. The College will also copy the Union on this email.

Access Attendants and Dispatchers

Improve the existing lounges by:

Painting the space

Making sure each space has a table, chairs, a fridge, and microwave

Installing a few lockers in each space.

New lounge spaces in Plimpton and in the 600's (620)

Front Desk Attire/Uniform Allowance

Modify Article 50(f) as follows: The College shall supply its access attendants with uniforms consisting of an Identification Badge, Blazer/Shirt (During Academic Year) and Polo shirt (During Post-graduation to move-in). **The Access Attendants may request optional attire of a short-sleeve oxford (During Post-graduation to move-in) and/or a long-sleeve polo (During Academic Year) and/or a heavy-weight three season jacket (for winter months). Such requests must be made on the form used for uniform options.** The access attendants agree to wear dark pants. No jeans or light-colored footwear are permitted, e.g., beach sandals, sneakers. Access Attendants shall receive \$200.00 Uniform allowance per year.

Night Differential

Night shift differential - Increase by \$.25 after ratification, increase by \$.15 effective July 1, 2024, increase by \$.10 effective July 1, 2025, increase by \$.10 effective July 1, 2026, increase by \$.10 effective July 1, 2027.

Paychecks

Biweekly paychecks for Access Attendants and Dispatchers will be converted to weekly paychecks no later than June 30, 2024

Labor Management Committee

The parties will add the following to the agenda for LMC beginning in January 2024:

- Position review of Access Attendants, Dispatchers, and Departmental Assistants
- Performance Reviews
- Trainings on technology
- Space improvements

For Barnard College:



Ken Murray

DATE 12/4/2023

For Local 2110 UAW:



Lisa Jessup

DATE 12/3/2023



DATE 12/3/2023



Sharon Walls

DATE 12/3/2023



Catherine Cook

DATE 12/3/2023



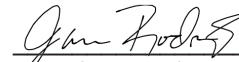
Danielle Peterson

DATE 12/3/2023



Anna Rotaru

DATE 12/3/2023



Jasmin Rodriguez

DATE 12/3/2023



Melinda Burgos Rodriguez

DATE 12/3/2023