

**Barnard College/UAW, Local 2110**  
**11/5/15**

**1. Wages**

Employees will receive a 3% increase in base hourly rates for FY 16 to take effect July 1, 2015.  
Employees will receive a 3% increase in base hourly rates for FY 17 to take effect July 1, 2016.  
Employees will receive a 3% increase in base hourly rates for FY 18 to take effect July 1, 2017.  
Employees will receive a 3% increase in base hourly rates for FY 19 to take effect July 1, 2018.  
Same amounts added to minimum rates on same date.

**2. Seniority**

Increase seniority base:

5 year - \$200  
10 year - \$200  
15 year - \$200  
20 year - \$200  
25 year - \$300  
30 year - \$400  
35 year - \$500

Employees will receive a one-time payment on a going forward basis equivalent to the difference between \$150 and the new seniority rate for each prior 5-year anniversary added to base. Not retro. Employees will receive new rate (above) at subsequent 5-year anniversary. Any employee who already has 35 years or more of service will get one \$500 increase in addition to the difference at prior anniversaries.

**3. Job Classification and Staff Development**

Side letter:

- The College, the Union and the Consultant will meet within 30 days of the settlement of the contract to discuss which 2110 positions will be benchmarked, the evaluation instrument and the process.
- Upon conclusion of the study, the consultants will provide the results in writing and a copy shall be given to the union.
- The College and the Union will meet to discuss the results of the study and how it should be applied to the bargaining unit. There will be no changes in the current classification system without agreement.

#### **4. Health and Retirement benefits**

##### Vision

Members maintain Davis discount plan  
Accept admin plan as long as voluntary  
Would pay on same basis as administrators 100 percent

#### **5. Retirement**

Effective 1/1/16, those employees hired before July 31, 2009 who are already at 8% for the pre-breakpoint contribution, they would now receive 9% for the pre-breakpoint contribution. Then, for those employees hired after August 1, 2009, they would not move from 8% to 9% for the pre-breakpoint contribution until their 7<sup>th</sup> year of employment.

#### **6. Family Benefits**

Increase of \$1,000 each year on childcare subsidy.  
Paid childcare leave – 4 weeks paid leave; employees will continue to accrue vacation when they are using the 4 weeks childcare leave; and, if two parents work at the College, then both may receive 4 weeks paid childcare leave.

#### **7. Nine Month Employees**

##### Vacation accrual for nine-month employees

Do not work in the summer, no accrual  
Work 1- 10 days during the summer, will receive ½ monthly accrual  
Work 11+ days, will accrue the full monthly accrual

#### **8. Undergraduate Scholarship**

2 scholarships at \$5,000 a piece per year, administered similarly to procedure at Columbia, and College will pay accredited 4-year institution directly.

#### **9. Nine Month Employees/ 5 and 2 Schedule**

Voluntary, through attrition subject to posting this in accordance with CBA  
Agree expire at end of contract  
Everyone gets one weekend day, everyone gets one weekend day off and 2 consecutive RDO  
\$20 diff/day for working weekend day – if renegotiate, employees do not lose differential  
Convert 6, 9-month to 12-month full-time positions on basis of seniority  
New positions with a weekend work day are full-time and will be nine-month and twelve-month positions  
Fridays will be considered a weekend day

## **10. Steward Training Fund**

\$2,000/year, no roll over, can be used for either steward training or job training.

## **11. Construction Project**

Maida, Sally, and members on e-mail list from Rob re: building updates

## **12. Night Shift Differential**

10 cent increase retro to 7/1/15

10 cent increase effective on 7/1/16

5 cent increase effective on 7/1/17

5 cent increase effective on 7/1/18

## **13. Sick Leave**

Modify existing language to include, "as soon as possible, but in no event later than 1 hour after the start."

## **14. Health and Safety Committee/Labor Management Committee**

Labor/Management Committee

- A Labor-Management Committee will be formed to address issues of common interest and concern to the College and the Union.
- The Committee will meet quarterly but may hold additional meetings as needed by mutual agreement. The Employee and Labor Relations Director will schedule the date, time and location of the meeting in consultation with the Union. The Union will designate a contact person for this purpose. Either side may propose items for the agenda. These should be sent to the Employee and Labor Relations Director at least (2) weeks in advance of the meeting. The Employee and Labor Relations Director will forward the agenda with all proposed topics to the committee no less than one week in advance of the meeting.
- The College representatives on the Committee shall include the VP for Human Resources, the Employee and Labor Relations Director, and include representation from Health & Safety and Job Evaluation Committee, and other appropriate management representatives, including but not limited to representatives from departments and at the executive level when appropriate.

The Union shall designate at least four representatives to the Committee including but not limited to Local 2110 officers or appointed representatives.

## **15. Fire Guard Certificate**

College pay for training course (selected by College) and exam fee;

Grant pay or paid time off to take training course and exam;

If someone fails, opportunity to do one additional training course, take exam 2 more times at College's expense;

If member fails 4 times, then College/Union agree to meet and discuss.

Access Attendants who obtain a fire guard certificate will receive a one-time only payment of \$175.00 not added to the base including any Access Attendant who already possesses the certificate.

Any Access Attendants who possess a Fire Guard Certificate and who are assigned to fire watch duty will receive a \$2.00 per hour differential for hours actually spent on fire watch duty.

**16. Section 9. Visitation, Union Activity, Bulletin Boards, Notice – Notify College who are members of the grievance committee**

Union will notify College who its stewards and grievance committee are and any changes to these assignments.

**17. Incorporate Access Attendant MOU in body of contract**


Parties agree to incorporate Access Attendant MOU into body of contract.

**18. Length of Contract**

4 years,

7/1/15 to 6/30/19

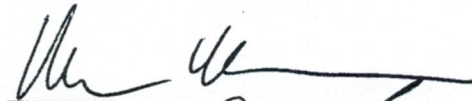
BARNARD COLLEGE

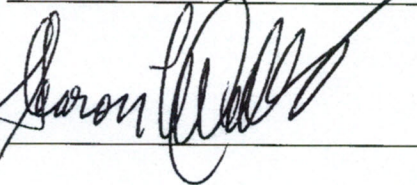
By: 

By: Catherine Peddis

Date: 11/5/15

TECHNICAL, OFFICE AND PROFESSIONAL  
LOCAL 2110 – UAW-AFL-CIO

By: 

By: 

By: Sally Ato

Date: 11/5/2015

CRIMINAL BACKGROUND CHECK FOR EXCHANGE VISITOR PROGRAM ARO

Local 2110 UAW hereby agrees to the proposed change in the requirement of the Barnard position currently held by Mark Farrell, based on the new provision in CFR 62.9(g)(1) requiring a criminal background check every four years for incumbents and new hires in the bargaining unit position of the Exchange Visitor Program Alternate Responsible Officer as that position is described in the CFR. This agreement will be in force as long as the CFR requires such criminal background checks for the ARO position.

*MR*  
11/6/15