

**Barnard College/Barnard Contingent Faculty, UAW, Local 2110
TENTATIVE Contract MOU**

Contract Term

September 1, 2022 - August 31, 2027

Compensation

Minimum pay rates for courses taught during the term of the Agreement

For Faculty who teach on a per course basis:

Fall 2022

\$11,500 per course offered for 3 or more points

\$7,590 per course offered for under 3 points

Fall 2023

\$12,000 per course offered for 3 or more points

\$7,920 per course offered for under 3 points

Fall 2024

\$12,500 per course offered for 3 or more points

\$8,250 per course offered for under 3 points

Fall 2025

\$13,250 per course offered for 3 or more points

\$8,745 per course offered for under 3 points

Fall 2026

\$14,000 per course offered for 3 or more points

\$9,240 per course offered for under 3 points

Lab Associates:

Fall 2022 Lab Section \$3500 Prep Session \$585

Fall 2023 Lab Section \$3650 Prep Session \$610

Fall 2024 Lab Section \$3,800 Prep Session \$635

Fall 2025 Lab Section \$3,950 Prep Session \$660

Fall 2026 Lab Section \$4,100 Prep Session \$685

Full time/Term Faculty:

Effective July 1 on each of the following years, minimum salary rates are as follows:

2022 - \$75,000* Rate is retroactive to July 1, 2022

2023 - \$78,500

2024 - \$82,000

2025 - \$85,500

2026 - \$89,000

Voice Instructors: Minimum rate of \$200/hr effective at the beginning of the first full pay period of Fall 2022. Effective in the Fall of 2023, 2024, 2025, and 2026, Voice Instructors will receive a 3% increase in their current per hour rate.

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Major and pre-major advising:

In the rare instance a Unit Member is asked to do pre-major advising, and receives the Provost's approval to do so, the Unit Member will be compensated at the prevailing rate paid to faculty not covered by this Agreement for performing pre-major advising. In the rare instance that a Unit Member is asked to do major advising, and receives the Provost's approval to do so, that member will be compensated at the rate of \$200 per student per academic year.

Independent Study, thesis, and capstone/senior project advising:

When a Unit Member is asked by the Department Chair or Program Director to perform independent study, thesis, or capstone/senior projects advising that is not included in the calculation of a unit member's course load, and if this request is approved by the Provost, the Unit Member shall receive \$1000/student (independent of the credits attributable to this advising).

Retirement

For Unit Members who have taught 48 semesters at the College and are age 60 or older at the time of retirement will receive a retirement bonus equivalent to six (6) years separation pay.

Healthcare

In Article 14, Healthcare, replace "the College will pay 50% of the percentage the College contributes toward the cost of the Cigna Plan A for full-time faculty not covered by this Agreement who are the lowest salary tier used for determining health insurance premium contributions" with "the College will pay 75% of the percentage the College contributes toward the cost of the Cigna Plan A for full-time faculty not covered by this Agreement who are the lowest salary tier used for determining health insurance premium contributions"

In Article 14 Healthcare, replace "6 or more points" with "2 or more classes" and "fewer than 6 points" with "fewer than 2 classes"; otherwise keep existing language and benefits.

Leaves

The College will establish a Wellness/Hardship Fund of \$25,000 per fiscal year for faculty who teach on a per course basis. The fund shall be used for faculty members who teach on a per course basis who request a leave for a personal medical condition; for the birth, placement, adoption, or care of the Unit Member's child; or to care for a Unit Member's family member during a semester when they have an appointment. The leave must be approved by the Unit Member's Department Chair and Office of the Provost. The Union will decide how much the member on such an approved leave shall be paid from the fund and will provide the College with all necessary information to make the payment(s). The fund does not roll over into subsequent fiscal years.

Scholarship Fund

The College will establish a scholarship fund of \$20,000 with increases of \$1500 per fiscal year to be distributed equally amongst the applicants who are children of BCF members who are hired and paid on a per course basis and in a semester when that BCF member holds an

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appointment. The Scholarship eligible children of BCF members who are hired and paid on a per course basis must be enrolled in a full-time undergraduate program in a four (4) year accredited institution. The College will make payment directly to the accredited institution. The Union will notify the College who has been awarded the scholarship(s), the amount(s), and the information needed to make the payment. The fund does not roll over into subsequent fiscal years.

Appointments and Assignments

Add new tier:

After 7 semesters: 1-year appointment, 1 semester separation pay
After 14 semesters: 2-year appointment, 1 years separation pay
After 28 semesters: 3-year appointment, 2 years separation pay
After 42 semesters: 4-year appointment, 3 years separation pay
After 48 semesters: 5-year appointment, 4 years separation pay *(New tier)

New language on separation pay calculation:

For the purposes of separation pay calculation under this Article, if a Unit Member has taken an approved leave of absence for a personal medical condition; for the birth, placement, adoption, or care of the Unit Member's child; or to care for a Unit Member's family member in the Academic Year immediately preceding the non-reappointment of the Unit Member, the College will look at the rate paid to the Unit Member for the Unit Members' most recent teaching semester(s) and will not include the semester(s) of the approved leave in the calculation.

Professional Development

Professional Development fund of 40K with increases of \$1750 annually. The Fund shall be used for bargaining unit members who are ineligible for other professional development funding and/or whose requests for funding are not able to be fully met. The Union will provide the College with a report that includes copies of professional development fund award letters, receipts, the names of the Unit Members who receive the funds, the amounts awarded, and the purposes for which the funds will be used. The fund does not roll over into subsequent fiscal years.

The 4-semester threshold continues to apply to Terms.

Notifications:


- The College will include a link to a Local 2110 Barnard Contingent Faculty welcome letter in all appointment and assignment letters and emails sending all appointment and assignment letters, provided that the College has reviewed and approved the welcome letter in writing 30 business days prior to June 1. The Union will notify the College of any changes to the welcome letter. The email will also include a sentence that says: "As a condition of employment, each Unit Member, as defined in Article 1 - Recognition, will become a member of the Union or pay an agency fee (a service charge as a contribution

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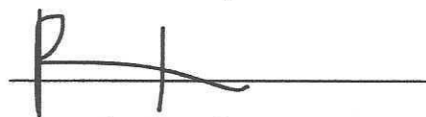

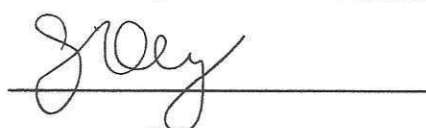
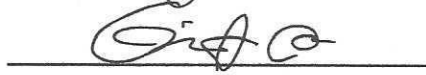

toward the cost of administration of this Agreement and representation by the Union) to the Union within the later of thirty-one (31) days of the ratification of this Agreement or thirty-one (31) days of the date the Unit Member first becomes an employee of the College.' - Article 2 of the Collective Bargaining Agreement between BCF-UAW Local 2110 and Barnard College."

- The College will copy the Union on all appointment and assignment letters.
- For hires made after June 1, the College will send appointment and assignment letters as soon as possible, but no later than ten (10) business days prior to the start of the semester (September 1 for fall, January 1 for spring). If the appointment or assignment occurs less than ten (10) business days prior to the start of the semester, the College will send appointment or assignment letters as soon as possible and within ten (10) business days after the Provost's Office authorizes the unique, individual appointment or assignment.
- Remove the August 30th notification regarding non-reappointments for term faculty.
- The College will annually notify all departments, with a copy to the Union, of the minimum hiring rates and the contractual provision that states: "The pay rates set forth in this Article are minimums and do not preclude the College from compensating Unit Members at a higher pay rate." The annual notice will also include a sentence that states: "Any request from Departmental Chairs to compensate Unit Members above the contractual minimums requires the review and approval of the Provost or Provost's designee." The decision of whether to compensate Unit Members at a pay rate higher than the minimums rests solely in the discretion of the College. Payment of a Unit Member at a rate higher than the minimums does not change, modify, or reset the minimum hiring rates set forth in the collective bargaining agreement.

FOR BARNARD COLLEGE:


CFAA VP in France
Date: 8/17/2022

**FOR BARNARD CONTINGENT FACULTY,
UAW, LOCAL 2110:**

Date: 08/15/2022