

Barnard College/UAW, Local 2110
Memorandum of Agreement
March 12, 2010

1. Term: 1/1/10 – 6/30/12

2. Wages:

Ratification Bonus for employees employed prior to 12/31/2009 and who are currently on payroll:

\$750 for access attendants.

\$1,000 all others.

Prorata for part-timers.

9/10 month "full-time" get full amount

Pension contributions on ratification bonus

Payable within 30 days of ratification

7/1/2010: 3%

7/1/2011: 3%

3. Healthcare

Plan Changes to be implemented as soon as feasible:

- Increase the out-of-network deductible to \$500/\$1000.
- Increase the retail pharmacy copay to \$10/\$20/\$50. No change to mail order pharmacy.
- Increase the office visit/lab copay to \$20.
- Decrease to \$0 the office visit/lab copay for dependent children
- Same sex domestic partners coverage effective within 90 days of ratification.

4. Childcare Subsidy (Effective July 1 of each year)

2010: \$33,000

2011: \$34,000

5. Steward Training Funds (Effective July 1 of each year)

2010: \$1,000

2011: \$1,000

With rollover on unused funds – but no more than \$2000 can be spent in any given contract year.

6. Staff Training Funds (Effective July 1 of each year)

2010: \$1000

2011: \$1000

With rollover on unused funds – but no more than \$2000 can be spent in any given contract year.

7. Health & Safety

Schedule two meetings per year (one before summer term and one during school term) with other meetings as needed.

8. Dress Code for Development and Alumnae Affairs

On any day where events or meetings with outside constituents (i.e. trustees, donors, or prospects) are scheduled in Development and Alumnae Affairs, employees in the division will refrain from wearing blue or faded black jeans or sneakers. On all other days, employees shall continue to present themselves in an office appropriate manner.

9. Job Evaluation Committee

- a. Union will be given notice of i) newly created and, ii) changes in job descriptions for 2110 jobs. After review, and upon Union request, the JEC will convene to discuss.
- b. Within 30 days of ratification, the JEC will meet to discuss the Dispatcher job description.

10. Access Attendants

Libraries – Single seniority list for all access attendants after initial selection by Library access attendants.

11. Union Activity Days

During the term of the agreement, there shall be a total of ten days per year in the aggregate, of release time for union activity that may be used for attendance at meetings, conferences, training or related activities. Unused days will be carried over; however, no more than 12 days can be used in any contract year. The release time is to be designated by the Union with two weeks prior notice to the College.

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