

**Memorandum of Understanding
Barnard College and UAW, Local 2110**

ACCESS CONTROL

1. Access Control Training Schedule

Monday July 27 9 - 5
Wednesday August 12 9 - 5
Scheduling hardships will be accommodated
Union meeting release time 4 one-hour meetings on August 12 (7-8am, 8-9am,
8:30-9:30pm, 9:30-10:30pm)

2. Shift Assignments

Dates On or before August 17
Process By seniority
Library schedule/shifts No change until 12/31/09
8 hours shifts 7-3, 3-11, 11-7
One-hour meal-break
M-F and weekend shifts
Meal relief shifts
Sixteen 12 month positions: 10 f/t, 6 p/t
Four current temporary and non-union desk attendants will be offered remaining shifts as a new hire, with probationary period.

3. Voluntary Retirement Incentive Plan

Open 8/1/09 to 9/30/09
Retire by 12/31/09
No contest of unemployment on grounds of retirement
Same documents as administrative program

4. Super Severance for "displaced" Desk Attendants

Leave employ 2 weeks per completed year of service, max. payout 26
Full-time to part-time 1 week per completed year of service, max. payout 13
Employee to sign release of claims related to lay-off.

5. Wage Adjustment for Access Control

New employees	Year 1	Grade 1 (\$16.83)
	Year 2-3	Grade 2 (\$17.27)
	Year 4-	Grade 3 (\$17.80)
Current Desk Attendants	8/14/2009	Grade 2 (\$17.27) or 2.6% increase over current rate, whichever is greater
	6/30/2010	Grade 3 (\$17.80) or 3.1% increase over current rate, whichever is greater
Current Desk Assistants	8/14/2009	Grade 3 (\$17.80) or 3.1% increase over current rate, whichever is greater

6. Front Desk Attire

College provided:

Identification badge

Blazer/Shirt [employer]/Dark pants [employee] (Academic year)

Polo [employer]/Dark pants [employee] (Post - graduation to move-in)

No blue jeans/no light colored or casual footwear (eg. beach sandals, sneakers) *JK*

Uniform allowance \$150 per year

7. Criminal background check

Initial background check for all new hires, annual checks thereafter.

Current employees, initial and every other year thereafter.

Employment decisions based on criminal background subject to the grievance and arbitration process.

Copy of criminal background check results to be provided to employee upon request.

8. Probationary period

No change from current contract.

9. Overtime from single seniority list/rotated

GENERAL

1. **Term** Extend Contract to 12/31/09
2. **Time-off** Additional floating holidays to be used in calendar year 2009:

Desk Attendants and Assistants - 2
All other 2110 members - 3
3. **Pension**

Employees hired on or after 8/1/09 – New schedule and vesting as attached.

Active employees hired prior to August 1, 2009 will continue to receive contributions according to the existing schedule and at termination vesting will be calculated using both methods, the better benefit being provided to the participant. Therefore current employees will get the benefit of the better of both vesting schedules.
4. **Layoffs** No layoffs through 12/31/09 (excludes Desk Attendants and Assistants)
5. **Contract Clarification** Suspensions go to third-step
Copies of disciplines to shop steward

- | | |
|-----------------------------|--|
| 6. Incorporate side letters | OK |
| 7. Email addresses | Assigned to all 2110 members |
| 8. Computer training | Basic online offered, with written notice |
| 9. Childcare | Employer contribution for the period
June 1, 2009 to May 30, 2010 to be \$32,000. |
| 10. Arbitrators | Panel of Arbitrators:

Hezekiah Brown
Martin Scheinman
Bonnie Weinstock |

OTHER

Withdrawn without prejudice:

Timekeeping - The College reserves the right to institute updated time and attendance procedures, including electronic timekeeping.

Date: July 29, 2009

Barnard College

UAW, Local 2110

Janice Ireland
W L
Dianne Bennett
Ann. Aversa
Vh L
Michael Feinman

Chureen Wade
Cliff
David Wall
[Signature]
Jim My
[Signature]

Barnard 2110: Pension Analysis

3 -Yr Cliff vs. Graduated Vesting

Using Average Pay of 2/9/09 for Year 1, then 2% wage increase each year

*Rec'd 7/21/09
Pring*

Current Plan

Yrs Svc @ Termination	(1) Vested	(2) # Ees	(3) Avg Pay	(4)		(6) \$ Below	(7) \$ Above	(8) Total Annual Contrib	(9) Value (1) x sum(8)
				% Below	% Above				
				Break Point ==>		\$9,826	\$9,826		
0-99	0%	1	\$35,870	0%	0%	\$0	\$0	\$0	\$0
1-1.99	0%	1	\$36,588	8%	8%	\$786	\$2,141	\$2,927	\$0
2-2.99	0%	1	\$37,319	8%	8%	\$786	\$2,199	\$2,986	\$0
3-3.99	0%	1	\$38,066	8%	8%	\$786	\$2,259	\$3,045	\$0
4-4.99	0%	1	\$38,827	8%	8%	\$786	\$2,320	\$3,106	\$0
5-5.99	100%	1	\$39,604	8%	12%	\$786	\$3,573	\$4,359	\$16,423
6-6.99	100%	1	\$40,396	8%	12%	\$786	\$3,668	\$4,454	\$20,878
7-7.99	100%	1	\$41,204	8%	12%	\$786	\$3,765	\$4,551	\$25,429
8-8.99	100%	1	\$42,028	8%	12%	\$786	\$3,864	\$4,650	\$30,079
9-9.99	100%	1	\$42,868	8%	12%	\$786	\$3,965	\$4,751	\$34,831
10-10.99	100%	1	\$43,726	8%	12%	\$786	\$4,068	\$4,854	\$39,685
11-11.99	100%	1	\$44,600	8%	12%	\$786	\$4,173	\$4,959	\$44,644
12-12.99	100%	1	\$45,492	8%	12%	\$786	\$4,280	\$5,066	\$49,710
13-13.99	100%	1	\$46,402	8%	12%	\$786	\$4,389	\$5,175	\$54,885
14+	100%	1	\$47,794	8%	12%	\$786	\$4,556	\$5,342	\$60,227

New Formula (Graduated Vesting) - New Employees

	# Ees	Avg Pay	(4)		\$ Below	\$ Above	Total Annual Contrib	Cumulative Cost/EE (1) x sum(8)
			% Below	% Above				
			Break Point ==>		\$9,826	\$9,826		
0-99	0%	1	\$35,870	0%	0%	\$0	\$0	
1-1.99	0%	1	\$36,588	2%	2%	\$197	\$535	
2-2.99	20%	1	\$37,319	2%	2%	\$197	\$550	
3-3.99	40%	1	\$38,066	2%	2%	\$197	\$565	
4-4.99	60%	1	\$38,827	2%	2%	\$197	\$580	
5-5.99	80%	1	\$39,604	8%	12%	\$786	\$3,573	
Bonus	80%		\$39,604	24%			\$9,505	
6-6.99	100%	1	\$40,396	8%	12%	\$786	\$3,668	
7-7.99	100%	1	\$41,204	8%	12%	\$786	\$3,765	
8-8.99	100%	1	\$42,028	8%	12%	\$786	\$3,864	
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