

Memorandum of Agreement
Between
Teachers College, Columbia University
And
Technical, Office and Professional Union,
Local 2110 UAW, AFL-CIO

April 3, 2012

The following is a summary outline of the changes negotiated by the above-referenced parties during their negotiations for a contract to succeed their collective bargaining agreement which expired on February 29, 2012 (the "Agreement"). The changes will be incorporated in the language of the expired Agreement.

1. TERM OF AGREEMENT: Three years (3/1/12 – 2/28/15)
2. WAGES:
 - a. 3/1/13: 2% base salary increase plus \$300 lump sum (lump sum not on rate). Prorated for part-time employees. Employees on payroll as of 3/1/13 are eligible for the lump sum payment. Lump sum is payable within sixty days of 3/1/13 or 90 days of employment whichever is later providing that 90 days of employment is attained.
 - b. 3/1/14: 2% base salary increase plus \$500 lump sum (lump sum not on rate). Prorated for part-time employees. Employees on payroll as of 3/1/14 are eligible for the lump sum payment. Lump sum is payable within sixty days of 3/1/14 or 90 days of employment whichever is later providing that 90 days of employment is attained.
 - c. The 3/1/13 and 3/1/14 salary increases will apply to the minimums and steps.
3. BENEFITS: Labor-Management committee on cost containment will be established.
4. PENSIONS:

For any employee not a member of the bargaining unit at the time of ratification:

 - a. set multiplier to 1.85.
 - a. Eliminate 30 year early retirement without annuity reduction.
 - b. Change reduction factor from 5% to 6%.
5. PAYROLL:
 - a. Employees will be paid on a bi-weekly basis, with a one-week payroll lag. Loan payback program to include the use of three vacation days and two sick days with a payback of one hour per week. Employees with 140 hours of sick leave or more accrued at the time of this agreement may use three sick days and two vacation days for the payback program.

- b. Implementation of electronic timesheets. The employee is obligated to electronically submit timesheets in a timely manner. If the supervisor does not respond in a timely manner, the check will be issued for the employee's regular pay. Employees should contact HR if unable to submit, in order to facilitate appropriate payment.
 - c. Labor-Management committee will be established to review the electronic time sheet.
6. Childcare Subsidy: Increase \$1,000 per year for the life of this contract. Increase family limit to \$6,000.
7. Life Insurance: within 60 days of ratification, 30 day enrollment period.
 - a. Basic life: Increase to \$20,000
 - b. Voluntary life & AD&D insurance for Employee will be available to employees for purchase at 100% of the cost of the coverage, up to the lesser of five times their annual salary or \$500,000. The same rates and terms of coverage provided to the College by the insurer for faculty, professional staff and instructional staff will be provided to employees in positions represented by Local 2110.
 - c. Voluntary life insurance for Spouse will be available to employees for purchase at 100% of the cost of the coverage, up to \$50,000. The same rates and terms of coverage provided to the College by the insurer for faculty, professional staff and instructional staff will be provided to employees in positions represented by Local 2110. Employees cannot elect more voluntary insurance for their spouse than they have elected for themselves.
 - d. Voluntary life insurance for Child(ren) will be available to employees for purchase at 100% of the cost of the coverage, up to the \$8,000 per child. The same rates and terms of coverage provided to the College by the insurer for faculty, professional staff and instructional staff will be provided to employees in positions represented by Local 2110. Employees cannot elect more voluntary insurance for their child(ren) than they have elected for themselves.
8. Staff Development: add reimbursement is available for "for credit courses" subject to Human Resources approval and the determination of Human Resources regarding for credit courses is not subject to the grievance procedure.
9. Transit Program: Include parking as a pre-tax benefit, as identified in and allowed by applicable law.
10. Union office: the College will provide GD-23 as Union office. The office will have a telephone and internet connection. \$1000 fund to furnish the office.

11. Designated Arbitration Panel and hearings: All hearings will be held at the College. Rotating panel of arbitrators will be established. The current panel will consist of the following:
 - Richard Adelman
 - Ralph Berger
 - Marty Scheinman
 - Bonnie Weinstock
12. Monthly Grievance meeting pilot program will be continued for the life of this agreement
13. Retiree health
 - a. Modify page 69 letter: increase \$1750 to \$2000
 - b. Page 49: add "or Medicare"
14. Tuition benefit: employee only (not spouse), for the duration of the contract, the employee can take up to two courses per year as a non-degree student, if admitted to study at TC. Prospectively, the employee tuition benefit may be used for up to six (6) semesters for dissertation advisement at TC (any employee who has already used tuition remission for dissertation advisement at TC may apply tuition remission for up to six additional semesters of dissertation advisement at TC).
15. Marion Pratt loans: After 12/31/12, no new loans unless payroll deductions are authorized by State labor law or by mutual agreement.
16. Gross up: So long as federal law requires taxes on same sex health benefits and so long as provided to non-union staff, provide \$1,000 per year for incumbents with:
 - established same sex partnerships or marriage who are covered by TC health benefits
 - new hires with same sex marriage
 - current employees who establish a same sex marriage who are not currently receiving health benefits for their same sex partner/spouse.

This will be pro-rated for parts of a year in which the benefit is received.
17. Steward training.
 - a. Increase from \$7500 to \$9000 for the term of the contract.
 - b. During the term of the contract, consistent with operational needs, a maximum of 10 members of Local 2110 will be released for 10 days in aggregate for grievance handling and contract training.
18. Non-union positions: no waiver of rights by either side.
19. Election day: one hour release time to vote in presidential elections.

All other provisions of the collective bargaining agreements remain in full force and effect.

