

MEMORANDUM OF AGREEMENT

Between

**COLUMBIA UNIVERSITY
AND
LOCAL 2110 UAW NEGOTIATIONS**

SEPTEMBER 23, 2025

RECOGNITION

The following will be changed (**changes in bold**) in Article 1(E) ("Recognition") pg. 2.

Effective 1/1/2025

E. (1) The parties agree to establish a joint labor/management committee consisting of three representatives from each side.

The committee shall meet at least quarterly. The University agrees to notify the Union of positions that fall into the following categories:

1. Situations where a bargaining unit position is upgraded or reclassified to a position outside the bargaining unit; and
2. Situations where a bargaining unit position is eliminated or significantly altered (through reorganization or for any other reason) and replaced by a newly created or existing position outside the bargaining unit.
3. Any newly-created officer position below grade **12**.

WAGES

The following will be changed (**changes in bold**) in Article 6 (A) ("Wages") pg. 8:

2/3/25: Two and a half percent (2.50%) wage rate increase. Employees on payroll as of 2/3/25 are eligible for the wage increase.

2/2/26: Two and a half percent (2.50%) wage rate increase. Employees on payroll as of 2/2/26 are eligible for the wage increase.

2/1/27: Two and a half percent (2.50%) wage rate increase. Employees on payroll as of 2/1/27 are eligible for the wage increase.

Effective February 1, 2027, Employees shall receive a \$300 base wage adjustment to be added to his or her annual base wage rate. The annual base wage rate will be adjusted prior to applying the 2.5% wage increase.

The following will be changed (**changes in bold**) in Article 6 (D) ("Wages") pg. 8:

D. Longevity (**effective 1/1/26**)

Employees with 10 or more years of service: **\$325** increase to base.

Employees with 15 or more years of service: an additional \$175 increase for a total of **\$500**.

Employees with 20 or more years of service: an additional \$175 increase for a total of **\$675**.

Employees with 25 or more years of service: an additional \$175 increase for a total of **\$850**.

Employees with 30 or more years of service: an additional \$175 increase for a total of **\$1025**.

The following will be changed (**changes in bold**) in Article 6 (F) ("Wages") pg. 8:

In **2025, 2026 and 2027**, the University, in its sole discretion, may award a merit based lump sum bonus of up to 3% of base salary to those employees who have demonstrated outstanding performance. This bonus will be provided to employees once per fiscal year.

The Union will be provided with a listing of the names of the recipients of the bonus, along with the amounts. This bonus is not subject to the grievance process, nor is it arbitrable.

SICK LEAVE

February 13, 2025

The following will be added (**addition in bold**) to Article 19 (D) ("Sick Leave") pg. 25:

The University shall comply with the NYC Earned Safe and Sick Time Act, the NYC Temporary Schedule Change Law, **and NYS Paid Sick Leave Law**.

HOLIDAYS

The following will be added (**addition in bold**) and deleted (**stricken language**) in Article 18 ("Holidays") pg. 24:

New Year's Day	Day after Thanksgiving Day
Dr. Martin Luther King, Jr.'s Birthday ¹	Two (2) days selected by the University during the Christmas/New Year Season
Memorial Day	
Juneteenth	
Independence Day	
Labor Day	
Election Day	
Thanksgiving Day	
Christmas Day	

In addition to the above holidays, there shall be three (3) personal holidays; ~~except at the Health Sciences Center where employees shall be entitled to two (2) personal holidays but shall be entitled to George Washington's Birthday as a paid (legal) holiday.~~ A new employee, following the completion of the probationary period, can take one personal holiday during the first six (6) months of employment.

The University will delete the September 16, 2022, Letter Agreement on Juneteenth.

GROUP INSURANCE BENEFITS

The following will be changed (**changes in bold**) in Article 24 (E) ("Group Insurance Benefits") pg. 32:

Effective January 1, 2026, incumbent and new employees may enroll in the UnitedHealthcare Choice Plus 90, or the UnitedHealthcare Choice In-Network, as outlined in Exhibit F.

¹ Dr. Martin Luther King, Jr.'s birthday shall be celebrated on the federal holiday.

EXHIBIT F

(Employee Medical Contribution)

Effective 1/1/26	<u>UHC Choice In-Network EE Contribution</u>	<u>UHC Choice Plus 90 EE Contribution</u>
New and Incumbent Employees		
Employee only	\$30.00	\$0
Employee + Spouse	\$40.00	\$0
Employee + Child(ren)	\$35.00	\$0
Family	\$50.00	\$0
Effective 1/1/27	<u>UHC Choice In-Network EE Contribution</u>	<u>UHC Choice Plus 90 EE Contribution</u>
New and Incumbent Employees		
Employee only	\$35.00	\$0
Employee + Spouse	\$45.00	\$0
Employee + Child(ren)	\$40.00	\$0
Family	\$55.00	\$0
Effective 1/1/28	<u>UHC Choice In-Network EE Contribution</u>	<u>UHC Choice Plus 90 EE Contribution</u>
New and Incumbent Employees		
Employee only	\$40.00	\$10.00
Employee + Spouse	\$50.00	\$20.00
Employee + Child(ren)	\$45.00	\$15.00
Family	\$60.00	\$30.00

Effective January 1, 2028, the University will make a one-time additional contribution of \$120 to the Healthcare Flexible Spending Account for each employee enrolled in the UnitedHealthcare Choice Plus 90 plan. This one-time contribution amount will be prorated for part-time employees enrolled in UnitedHealthcare Choice Plus 90.

Effective January 1, 2027, the University will make a one-time contribution of \$60 to the Healthcare Flexible Spending Account for each employee enrolled in the UnitedHealthcare Choice In-Network plan. This one-time contribution amount will be prorated for part-time employees enrolled in UnitedHealthcare Choice In-Network.

PERSONNEL FILES

The following will be added (**addition in bold**) in Article 22 (“Personnel Files”) pg. 26:

C. Employment files contain records that are necessary and relevant for University business and are the sole property of the University. The files are kept confidential and are used only for University business, by staff themselves, and when required by a lawful subpoena or by court order that has been properly served by one having the authority to do so.

CHILD CARE

The following will be changed (**changes in bold**) in Article 27 (C)(“Child Care”) pg. 38:

The University also recognizes its responsibility to allocate resources directed at solutions to the child care problem as reflected by such study. The University will contribute for childcare **\$275,000 during calendar year 2026, \$280,000 during calendar year 2027, and \$285,000 during calendar year 2028.** The formula for distribution shall be established by the Union, subject to approval by the University. Such approval shall not be unreasonably withheld.

The following will be added (**additions in bold**) to Article 27 (F)(“Child Care”) pg. 38

F. Effective January 1, 2020, eligible employees may participate in the University’s Back-up Care program. Any changes and/or modifications to or the elimination of the University’s Back-up Care program shall apply to 2110 members. The University shall not be required to bargain with the Union concerning any changes and/or modifications to or the elimination of the University’s Back-up Care program. **However, the University shall provide the Union with written notice of any significant reduction to the University’s Back-up Care program.**

CREDIT UNION

The entire Article 28 (“Credit Union”) pg. 39 will be deleted.

JOB TRAINING

The following will be added (**additions in bold**) to Article 36(E) ("Job Training") pg. 48:

The University will provide the following amounts for the term of the agreement in addition to any remaining funds from the prior agreements:

2025: \$160,000

2026: \$160,000

2027: \$160,000

FEBRUARY 13, 2015 SIDE LETTER

The following will be changed (**changes in bold**) to the language in the February 13, 2015 side letter on pg. 72:

This will confirm our agreement with respect to certain issues covered by the Memorandum of Agreement between Columbia University and Local 2110.

All cases which could have been brought to the labor-management committee arising on or before September 30, 2003 will be considered withdrawn on a non-precedent basis, and only cases arising thereafter shall be considered by the committee.

1. The University will establish an account within the Office of Employee and Labor Relations for use by Local 2110. **The University will credit Local 2110 with \$93,500 in February 2025, 2026, and 2027.** Local 2110 will follow University procedures to access funds in the account.
2. The fund will be used to pay for release time for union official(s) to administer the parties' collective bargaining agreement to a maximum of \$93,500, not including fringe.
3. Any money remaining in the fund at the expiration of the contract will be rolled over into the account of the subsequent collective bargaining agreement if such account continues, or, if not, will be used to provide an economic benefit of equivalent value to the UAW Local 2110 bargaining unit during the term of the successor collective bargaining agreement. Any dispute regarding the equivalent economic value or any other term or application of this side letter shall be subject to the arbitration clause of the parties' collective bargaining agreement.

EFFECTIVE DATES AND DURATION

The following be changed (**changes in bold**) in Article 42 ("Effective Dates and Duration") pg. 53:

Except as otherwise provided herein, this Agreement shall be in full force and effect for the period commencing **February 1, 2025, and ending on January 31, 2028.**

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed in their names and on their behalf by their respective representative thereunto duly authorized on this 23rd day of September 2025.

Agreed to:

THE TRUSTEES OF
COLUMBIA UNIVERSITY
IN THE CITY OF NEW YORK



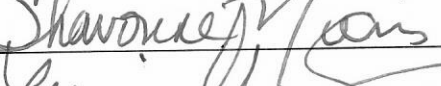
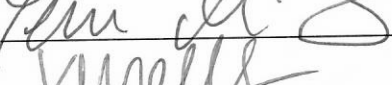
Date: 9/23/2025

LOCAL 2110,
INTERNATIONAL UNION, UAW
AFL-CIO


Date: 9/23/25

Negotiating Committee




Negotiating Committee

