

**2022 COLUMBIA UNIVERSITY and LOCAL 2110
UAW**

MEMORANDUM OF AGREEMENT

September 19, 2022

GRIEVANCE AND ARBITRATION

The following language will be changed (**changes in bold**) to the arbiter panel as follows in Article 5 (E) ("Grievance and Arbitration") pg. 7:

The members of the panel will be:

Richard Adelman
Timothy Taylor
Marlene Gold
Jay Nadelbach

WAGES

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

2/7/22: Three percent (3%) wage rate increase. Employees on payroll as 2/7/22 are eligible for the wage increase.

2/6/23: Three percent (3%) wage rate increase. Employees on payroll as of 2/6/23 are eligible for the wage increase.

2/5/24: Three percent (3%) wage rate increase. Employees on payroll as of 2/5/24 are eligible for the wage increase.

Effective October 4, 2022, each full-time employee on payroll shall receive a one-time lump sum recognition payment of \$500.

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

Longevity payment will be increased by **\$50 effective 1/1/23.**

The following **bolded** language will be added (**additions in bold**) to Article 6 (E) ("Wages"):

The University will add a step to the minimums for Employees with one-hundred eight (108) or more months in the grade at four percent (4%) more than the previous step. The first step (up to 18 months) amount will not be subject to the three percent (3%) contractual wage increase that is effective 2/7/22.

SEVERANCE PAY

The following language will be changed (**changes in bold**) in Article 13 ("Severance Pay") pg. 19:

Payment of the layoff allowance shall be in the form of a lump sum payment, less applicable tax deductions, **and payable within thirty-one days of the last day worked.**

GROUP INSURANCE BENEFITS

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

Effective January 1, 2023, incumbent and new employees may enroll in the UnitedHealthcare Choice Plus 90, or the UnitedHealthcare Choice In-Network, contributions as outlined in Exhibit F.

EXHIBIT F (Employee Medical Contribution)

Effective 1/1/23	<u>UHC Choice In-Network EE Contribution</u>	<u>UHC Choice Plus 90 EE Contribution</u>
New and Incumbent Employees		
Employee only	\$0.00	\$0.00
Employee + Spouse	\$0.00	\$0.00
Employee + Child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00
Effective 1/1/24	<u>UHC Choice In-Network EE Contribution</u>	<u>UHC Choice Plus 90 EE Contribution</u>
New and Incumbent Employees		
Employee only	\$0.00	\$0.00
Employee + Spouse	\$0.00	\$0.00
Employee + Child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00
Effective 1/1/25	<u>UHC Choice In-Network EE Contribution</u>	<u>UHC Choice Plus 90 EE Contribution</u>
New and Incumbent Employees		
Employee only	\$25.00	\$0.00
Employee + Spouse	\$35.00	\$0.00
Employee + Child(ren)	\$30.00	\$0.00
Family	\$45.00	\$0.00

CHILD CARE

The following language will be changed (**changes in bold**) in Article 27 (C) ("Wages") pg.37:

The University will contribute for childcare **\$255,000 during calendar year 2023, \$260,000 during calendar year 2024, and \$265,000 during calendar year 2025.**

MERIT BONUS

The following **bolded** language will be added (**additions in bold**) to the CBA:

In 2022, 2023, and 2024, 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.

FEBRUARY 13, 2015 SIDE LETTER

The following **bolded** language will be added (**additions in bold**) to the February 13, 2015 side letter:

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 2022, 2023, and 2024.** 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.

MISCELLANEOUS

The June 2021 SICK Time MOA will be included in the CBA pursuant to its terms.

The Union will withdraw the Article 1(E) Arbitrator Fee Dispute grievance with prejudice.

EFFECTIVE DATES AND DURATION

The following language will 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, 2022 and ending on January 31, 2025**.

The University and the Union agree jointly to enter into discussions relative to a renewal of this Agreement no later than the sixtieth (60th) day immediately preceding the termination date of the Agreement.

IN WITNESS WHEREOF, the Union and the University have executed this Agreement as of the date of ratification.

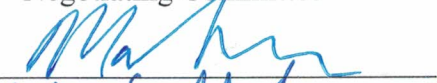


FOR THE TRUSTEES OF COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK:

FOR LOCAL 2110, INTERNATIONAL UNION, UAW, AFL-CIO:

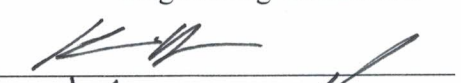




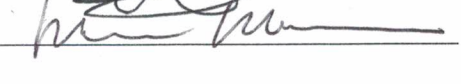
By: 
Idina Gorman
Executive Director
Labor & Employee Relations

By: 
Olga Brudastova
President

Negotiating Committee

Negotiating Committee



Rene Casiano
Monty Lemley-Pidmy





COLUMBIA UNIVERSITY

IN THE CITY OF NEW YORK

LABOR RELATIONS

September 19, 2022

Olga Brudastova, President
Local 2110, UAW
256 West 38th Street, Unit 1419
New York, NY 10018

Re: Letter Agreement on Juneteenth

Dear Ms. Brudastova:

I write to set forth our agreement regarding celebration of the Juneteenth.

The University has recognized Juneteenth as a day of observance in 2020, 2021, and 2022, and intends to continue observing Juneteenth going forward and will continue to provide the benefit to the Local 2110 represented employees. When the University adds Juneteenth to the official University calendar, it will simultaneously be added as an additional holiday in the collective bargaining agreement. If in the future during the term of the contract the day of observance is not offered, then employees will receive an additional personal day to use for the day of observance.

Sincerely,



Idina Gorman
Executive Director, Labor & Employee Relations
Columbia University

Agreed and accepted:



Olga Brudastova
President
Local 2110, UAW

LABOR RELATIONS