

Memorandum of Agreement
Between
Teachers College, Columbia University
and
Technical, Office and Professional Union, Local 2110 UAW, AFL-CIO
February 4, 2026

This Memorandum of Agreement extends all of the terms and conditions of the Collective Bargaining Agreement (the "CBA") between Teachers College and Local 2110 UAW which expired on February 28, 2025, and was extended by the parties until December 31, 2025, with the following changes which will be incorporated into a successor CBA. All other terms of the CBA remain in full force and effect.

1. **Term of Agreement:** March 1, 2025 – February 28, 2028
2. **Wages**
 - a. Minimum annual rates will be adjusted in accordance with the schedule in Appendix A.
 - b. **General Wage Increase:** Base wages and minimum rates will be increased as follows:
Effective March 1, 2025 – 2.5%.
Effective March 1, 2026 – 2.5%.
Effective March 1, 2027 – 2.5%.
 - c. **Ratification Bonus:** Upon ratification of this Agreement, full-time employees will receive a ratification bonus of \$600 (pro rata for part-time employees).
 - d. **Additional Increases:** Prior to the application of the general wage increase effective March 1, 2026, the amount of \$400 will be added, on a one-time basis, to the base rate of pay of all bargaining unit employees. Prior to the application of the general wage increase effective March 1, 2027, the amount of \$400 will be added, on a one-time basis, to the base rate of pay of all bargaining unit employees.
 - e. Grade 4 will be eliminated and any employees/titles in Grade 4 will be incorporated into Grade 5.
3. **Retiree Health:** Employees retiring on or after March 1, 2025, at age 55 with 30 years of service, or age 62 with 20 years of service are eligible for \$4,500 reimbursement for medical premium expenses, per year. Once the retiree who retires on or after March 1, 2025, becomes eligible for Medicare at age 65, the reimbursement amount will be \$3,000. The total annual maximum reimbursement expense for Teachers College is \$50,000.
4. **Education & Training:** The College will pay for up to six (6) credits per semester up to the maximum per credit cost for SUNY/CUNY tuition for degree/certificate programs at non-Columbia University affiliates with a maximum cost of \$5,000 per year, per employee.

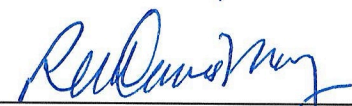
5. Employees in positions represented by the Union who retire from the College will be provided with copies of their pay stub records via overnight mail and electronically in a password protected file for those who provide an email address for the six (6) years before their retirement date, within fifteen (15) business days of the last paycheck received by the employee. If the College breaches the terms and conditions of this agreement, the union may submit the grievance to expedited arbitration (within seven (7) days). The College will be responsible for the total amount of the Arbitrator fee.
6. **Panel of Arbitrators** will consist of the following: Richard Adelman, Marty Scheinman, Bonnie Weinstock.
7. **Legal Benefit:** Bargaining unit employees will be eligible to participate in the ARAG Lawyers Assistance program on the same terms and conditions as non-bargaining-unit employees of the College.
8. **Holidays:** *[modify Section 3 as follows]*
"It is further agreed that an employee shall be required to schedule and use up to **two (2)** vacation days, as necessary, should the College recognize as a vacation period the normal business days between Christmas Day and New Year's Day, or the ensuing business days between New Year's Day and the next Saturday."
9. **Personal Holidays:** *[replace Section 5a with the following]*
"Personal holidays must be used between September 1 and August 31 of the current plan year or they will be forfeited."
10. **Friday Closing:** *[amend Section 1 with the following]*
"In the sole discretion of the College, employees may be permitted to leave work before 3:00 p.m. on summer Fridays, so long as this benefit is extended to bargaining unit employees on the same basis as to non-bargaining-unit employees."
11. **Labor-Management Committee:** The existing joint Labor-Management Committee may be used to review Union concerns about employees' job descriptions and Secretarial/Clerical Job Questionnaire forms which have been submitted to Human Resources.

This Agreement is subject to ratification by the members of the Local 2110 UAW and the Board of Trustees of Teachers College, Columbia University. Both parties will recommend ratification.

Reviewed and agreed:

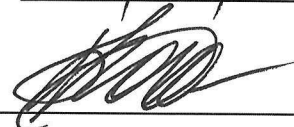
For Teachers College, Columbia University:

Date: 02/04/2026


AVP & CHIEF HR OFFICER
ROBYN DAVIS, MANAGER

For Local 2110 UAW:

Date: 02/04/2026



Henry

Christopher Lust

Samuel

John

John & John

Appendix A

3/1/2025 - 2/28/2026 - 2110 Grade & Longevity Table					
Grade	Minimum Salary	5+ Seniority	10+ Seniority	15+ Seniority	20+ Seniority
5	\$51,247.38	\$53,170.96	\$55,164.79	\$57,231.66	\$59,381.21
6	\$52,929.82	\$54,909.88	\$56,967.10	\$59,105.62	\$61,322.68
7	\$54,601.22	\$56,646.05	\$58,774.92	\$60,979.58	\$63,264.17
8	\$56,399.39	\$58,514.51	\$60,705.38	\$62,978.94	\$65,344.82
9	\$58,196.19	\$60,380.20	\$62,639.97	\$64,987.95	\$67,422.71
10	\$59,991.62	\$62,240.39	\$64,571.80	\$66,996.93	\$69,508.87

3/1/2026 - 2/28/2027 - 2110 Grade & Longevity Table						
Grade	Minimum Salary	5+ Seniority	10+ Seniority	15+ Seniority	20+ Seniority	25+ Seniority*
5	\$52,528.57	\$54,500.24	\$56,543.91	\$58,662.45	\$60,865.74	\$65,126.35
6	\$54,253.06	\$56,282.63	\$58,391.28	\$60,583.26	\$62,855.75	\$67,255.65
7	\$55,966.25	\$58,062.21	\$60,244.29	\$62,504.07	\$64,845.78	\$69,384.98
8	\$57,809.38	\$59,977.37	\$62,223.01	\$64,553.41	\$66,978.44	\$71,666.93
9	\$59,651.09	\$61,889.71	\$64,205.96	\$66,612.65	\$69,108.28	\$73,945.86
10	\$61,491.42	\$63,796.40	\$66,186.10	\$68,671.86	\$71,246.59	\$76,233.86

3/1/2027 - 2/28/2028 - 2110 Grade & Longevity Table						
Grade	Minimum Salary	5+ Seniority	10+ Seniority	15+ Seniority	20+ Seniority	25+ Seniority
5	\$53,841.78	\$55,862.74	\$57,957.50	\$60,129.01	\$62,387.39	\$66,754.51
6	\$55,609.39	\$57,689.70	\$59,851.06	\$62,097.84	\$64,427.14	\$68,937.04
7	\$57,365.41	\$59,513.76	\$61,750.40	\$64,066.67	\$66,466.92	\$71,119.61
8	\$59,254.61	\$61,476.81	\$63,778.59	\$66,167.25	\$68,652.90	\$73,458.60
9	\$61,142.37	\$63,436.95	\$65,811.11	\$68,277.96	\$70,835.99	\$75,794.51
10	\$63,028.70	\$65,391.31	\$67,840.75	\$70,388.65	\$73,027.76	\$78,139.70

*The Step 25 differential is 7 % for 2026 and 2027 but is not precedental and subject to negotiation in 2028.