

MEMORANDUM OF AGREEMENT
between
TEACHERS COLLEGE, COLUMBIA UNIVERSITY
and
TEAMSTERS LOCAL 707 I.B.T

August 13, 2020

This Memorandum of Agreement entered into on this 20th day of August, 2020 by and between Teachers College (the "College") and Teamsters Local Union No. 707, affiliated with International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, (the "Union") hereby extends all of the terms and conditions of the current collective bargaining agreement between the College and the Union with the following changes:

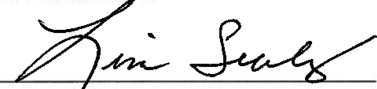
1. **Term of Agreement:** January 1, 2020 through December 31, 2021.
2. **Article 12 - Wages:** Effective September 1, 2020, an increase of 2% to base salaries will be provided. Furloughed employees are not eligible for the 2% base salary increase during the term of their furlough. Upon ratification of a contract, employees will receive a one-time \$600 lump-sum payment. All employees on the payroll as of January 1, 2020, are eligible for and will receive this lump-sum payment.
3. **Article 13 - Welfare:** Effective September 1, 2020, the College agrees to contribute to the Welfare Fund at the following monthly rates:

Benefit Plan A	Amount	Benefit Plan C	Amount
Single	957.37	Single	879.21
Employee + Spouse	1,841.76	Employee + Spouse	1,672.22
Employee + Child	1,800.26	Employee + Child	1,634.29
Family	2,448.56	Family	2,172.15

Effective September 1, 2021, the College's contribution rate may be increased by an amount no more than 10% of the current rate.

The College and the Union have negotiated this Agreement in good faith. The Union and the Union negotiation committee have agreed to all of the terms and conditions herein and will actively support ratification of this Agreement.

TEACHERS COLLEGE, COLUMBIA UNIVERSITY **TEAMSTERS LOCAL 707 I.B.T**


 Lisa Seales
 Associate Vice President and
 Chief Human Resources Officer


 Kevin McCaffrey
 President, Teamsters Local 707

Date: 8-25-2020

Date: 8-25-2020