

**Memorandum of Agreement
Between
Teachers College, Columbia University
and
TEAMSTERS LOCAL 707 I.B.T**

June 8th, 2022

This Memorandum of Agreement entered into this 8th day of June 2022 extends all of the terms and conditions of the Collective Bargaining Agreement between Teachers College and Teamsters Local Union No. 707, affiliated with International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, (the "Union") which expired on December 31, 2021 and was extended by the parties until June 30th, 2022 with the following changes which will be incorporated into a successor Collective Bargaining Agreement. All other terms of the Agreement remain in full force and effect.

1. TERM OF AGREEMENT: January 1, 2022 – December 31, 2025

2. WAGES:

A. One time lump-sum payment

Upon ratification of a contract, employees will receive a one-time \$600 lump-sum payment. All employees who are active on payroll as of January 1, 2022, are eligible for and will receive this payment.

B. General wage increase

Increase to base wages and minimum rates:

- 3.0 % effective January 1, 2022
- 3.0 % effective January 1, 2023
- 3.0 % effective January 1, 2024
- 3.0 % effective January 1, 2025

C. Salary Progression for Facilities Trades employees

Replace salary progression schedule with:

- At Hire 90% of the full regular hourly rate
- After 12 months of employment 95%
- After 24 months of employment 100%

3. NIGHT SHIFT DIFFERENTIAL

Effective upon ratification, increase the night shift differential by twenty five cents per hour.

4. APARTMENT FOR EMERGENCY OVERNIGHT USE (PUBLIC SAFETY)

An apartment in Residence hall will be designated for overnight use of Public Safety staff as needed. Use of overnight lodging must be approved by the on-duty Watch Commander, and will be subject to the Policies and Procedures of the Office of Public Safety.

5. MARION PRATT LOAN

Employees are eligible to take up to four loans per calendar year. To take advantage of a new loan, there should not be a balance on any previous loan/s. Minimum loan repayment amount is \$25 per paycheck. Maximum loan amount is \$600.

6. SHOE ALLOWANCE

Increase the amount for shoe allowance by \$20 per person to \$110.

7. FRIDAY CLOSINGS (PUBLIC SAFETY)

Article 7, Workweek

F. Friday Closings

Replace language with:

Unless the Summer Fridays program is canceled by the College for all employees, each employee who works a regular 40 hour workweek and is continuously employed during the designated period (Summer Fridays), shall be entitled to receive a one time payment equivalent to seven work days in lieu of leaving early on Summer Fridays. Employees hired after the beginning of the Summer Fridays period shall be entitled to a prorated payment. All payments will be processed on or around September 15th as part of regular payroll and will be subject to payroll withholding. Only employees in active service as of that date shall receive this payment.

8. MEAL VOUCHERS

Amount for meal vouchers is increased to \$15.

Effective upon ratification, vouchers not submitted for reimbursement for the period 3/1/2020 - 6/31/2021 will be honored and reimbursed at the applicable rate for that period.

9. HOLIDAYS (PUBLIC SAFETY)

Article 15, Holidays

E.

Employees who are mandated to work a second shift on a Holiday will be paid two times their regular hourly rate, but will not receive any additional time off.

10. ESSENTIAL SERVICE PERSONNEL (PUBLIC SAFETY)

Public Safety officers will be designated as essential services personnel.

11. INDEMNIFICATION

The College agrees to defend and indemnify members of the Office of Public Safety who cooperate in that defense from any personal civil liability that may ensue from the members' use of force that is reasonable and necessary to protect the members or others from physical assault,

when the members are acting in good faith and within the course and scope of the members' duties and within the guidelines and requirements of Office of Public Safety Policy and Procedure and New York State Law.

12. EDUCATION & TRAINING

Teachers College will pay for up to six (6) credits per year up to the maximum per credit cost (equivalent to the SUNY/CUNY per credit tuition) for degree/certificate programs or accredited trade school at non-Columbia University affiliates with a maximum cost of \$5,000 per academic year (9/1 to 8/31), per employee.

If an employee is applying to use the benefit at a trade school, the program has to be applicable to one of the trades at Teachers College.

13. EARLY RETIREE MEDICAL REIMBURSEMENT

Article 13, H.

H. Retiree Medical Insurance Reimbursement:

Increase reimbursement amount from \$3,000 to \$4,000 for early retirees.

14. UNIFORMS (TC CAPS)

The College agrees to provide additional caps (up to two per calendar year upon request) to Facilities employees.

15. JOB DESCRIPTIONS

The College will provide a full set of Facilities job descriptions to the Union.

16. FIRE SAFETY DIRECTOR CERTIFICATION

Article 10, 3.

Replace Fire Safety Director (FSD) with Fire Life Safety Director (FLSD).

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.

Reviewed and agreed:

Dated June 23, 2022

Teachers College, Columbia University

6/23/22

Robyn Davis-Mahoney 6/28/2022
Robyn Davis-Mahoney
AVP, Chief Human Resources Officer

Teamsters Local 707 I.B.T

[Signature]

[Signature]
Lisa Seales
VP, Administration