

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

March 29, 2022

This Memorandum of Agreement entered into this 29th day of March 2022 extends all of the terms and conditions of the Collective Bargaining Agreement between Teachers College and Local 2110 which expired on February 28, 2022 and was extended by the parties until March 31, 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: March 1, 2022 – February 28, 2025

2. WAGES:

A. LONGEVITY INCREASE

Prior to the application of the 3.0 percent wage increase effective March 1, 2022, the amount of \$600 shall be added, on a one-time basis, to the base rate of pay of all bargaining unit employees who have completed five years of service (but less than fifteen years) as employees with Teachers College on or before March 1, 2022.

Prior to the application of the 3.0 percent wage increase effective March 1, 2022, the amount of \$1,200 shall be added, on a one-time basis, to the base rate of pay of all bargaining unit employees who have completed fifteen years of service as employees with Teachers College on or before March 1, 2022.

B. GENERAL WAGE INCREASE

Increase to base wages and minimum rates:

- 3.0 % effective March 1, 2022
- 3.0 % effective March 1, 2023
- 3.0 % effective March 1, 2024

3. RETIREE HEALTH

Employees retiring on or after March 29, 2022 at age 55 with 30 years of service, or age 62 with 20 years of service are eligible for \$4,000 reimbursement for medical premium expenses, per year. Once the retiree who retires on or after March 29, 2022 becomes eligible for Medicare at age 65, the reimbursement amount will be \$2,500. The total annual maximum reimbursement expense for Teachers College is \$50,000.

4. EDUCATION & TRAINING

Teachers College will pay for up to six (6) credits per year 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. BEREAVEMENT LEAVE

Increase days from one (1) to two (2) for sister-in-law, brother-in-law, son-in-law and daughter-in-law.

6. LONG TERM DISABILITY BENEFIT

Employees, on an individual basis, will be eligible to participate in Teachers College Long Term Disability Benefit on the terms described in the Long Term Disability Plan Document, which may be amended from time-to-time.

7. UNION ACTIVITY

During the term of the contract, consistent with operational needs, a maximum of six (6) members of Local 2110 will be released for 10 days in aggregate for grievance handling, contract training and attendance at UAW conventions.

8. WORK FROM HOME ARRANGEMENT

Teachers College will continue the pilot program of work from home (WFH) and will discuss any changes with the Union consistent with the College's adoption of any new practice.

9. ACCESS To myTC PORTAL

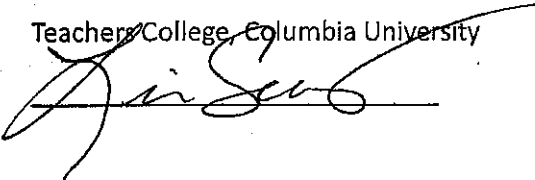
All employees who separate from the College will retain their UNI access to the myTC portal. Upon request, Teachers College will provide instructions for accessing pay information on the myTC portal.

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

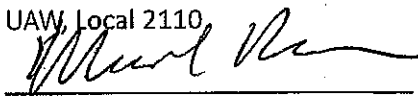
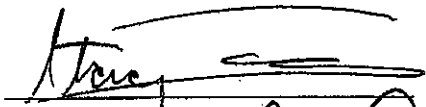
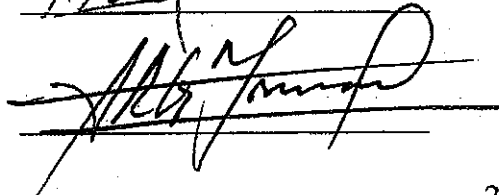
Reviewed and agreed:

Dated March 29, 2022

Teachers College, Columbia University



UAW Local 2110

Mary G. Ruiz

Marilyn Rudin

Susan R. Phelps

Vestene Stuby Wil

Christina M. Lee
