2014/5 COLUMBIA UNIVERSITY and LOCAL 2110 UAW

MEMORANDUM OF AGREEMENT

FEBRUARY 10, 2015

Effective Dates and Duration

The following will be changed (changes in Bold) to Article 42 (“Effective Dates and Duration”):

Except as otherwise provided herein, this Agreement shall be in full force and effect for the period commencing February 1, 2015 and ending on January 31, 2019.

Wages

The following will be changed (changes in Bold) to Article 6 (“Wages”):

A. Ratification: Two percent (2%) wage rate increase effective 2/2/15 and a lump sum payment equal to one percent (1%) of base annual wage (lump sum not on rate). Employees on payroll as of ratification are eligible for the lump sum payment. Lump sum and wage increase will be payable within sixty-days of ratification.

2/1/16: Three percent (3%) wage rate increase. Employees on payroll as of 2/1/16 are eligible for the wage increase.

1/30/17: Three percent (3%) wage rate increase. Employees on payroll as of 1/30/17 are eligible for the wage increase.

1/30/18: Three and a quarter percent (3.25%) wage rate increase. Employees on payroll as of 1/30/18 are eligible for the wage increase.

B. The base wage rate increases will apply to the salary schedule.

D. Longevity (effective 1/1/16)

Employees with 10 or more years of service: $250 increase to base.
Employees with 15 or more years of service: an additional $175 increase for a total of $425.

Employees with 20 or more years of service: an additional $175 increase for a total of $600.

Employees with 25 or more years of service: an additional $175 increase for a total of $775.

Employees with 30 or more years of service: an additional $175 increase for a total of $950.

**Group Insurance Benefits**

The following will be added (additions in Bold) to Article 24(E) (“Group Insurance Benefit”):

Employees will continue to be covered by the current UnitedHealthcare Choice Plus 100 plan until December 31, 2017 without contributions except as otherwise provided for part-time employees.

Effective January 1, 2018, incumbent and new employees may enroll only in the UnitedHealthcare Choice Plus 90 without contributions except as otherwise provided for part-time employees. The UnitedHealthcare Choice Plus 100 plan will not be offered.

(Administrative Cleanup Purposes) — The only portions of Article 24(E) that will be deleted are the sentences below in Bold.

**Benefits:** CIGNA 100 plan for term of contract—no payroll deductions. This is the only plan available for new hires.

UHC rates Effective January 1, 2013 Premiums “escalated/decreased annually according to the difference between the cost of the CIGNA plan and the cost of the UHC plan to the University”
Group Insurance Benefits

The following will be changed (changes in Bold) to Article 24(E)(“Group Insurance Benefit”):

Effective July 1, 2015, the contribution for single through family coverage for part-time employees will be reduced to 25% of the COBRA rate.

Group Insurance Benefits

The following will be added (additions in Bold) to Article 24(E)(“Group Insurance Benefit”):

Effective January 1, 2018, the University will make a contribution, as set forth below, to an individual Healthcare Flexible Spending Account (“FSA”) for each employee enrolled in UnitedHealthcare Choice Plus 90 Plan (who is not already receiving such contributions). Contributions will be prorated for part-time employees enrolled in UnitedHealthcare Choice Plus 90.

Employees may use the FSA to obtain reimbursement for out of network deductibles and copays, inpatient and emergency room charges, coinsurance, drug copayments, optical exams and glasses/contact lenses, or any covered health expense not paid by the UnitedHealthcare Choice Plus 90 plan.

<table>
<thead>
<tr>
<th>Healthcare Flexible Spending Account</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Employee</td>
<td>$120</td>
</tr>
<tr>
<td>Employee + Spouse or Child(ren)</td>
<td>$240</td>
</tr>
<tr>
<td>Family</td>
<td>$360</td>
</tr>
</tbody>
</table>
Group Insurance Benefits

(Administrative Cleanup Purposes) - the entire Article 24(F) ("Group Insurance Benefit") will be deleted and replaced with the following (additions in Bold):

All employees who participate in the UnitedHealthcare plans shall be covered by the Optical rider for their plan.

Benefits will be as follows:

<table>
<thead>
<tr>
<th>Vision Benefits</th>
<th>UHC Plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits Apply Both In-Network and Out-of-Network</td>
<td></td>
</tr>
<tr>
<td><strong>Routine Eye Exams</strong></td>
<td>Adults: One exam every 12 months with a $10 copay</td>
</tr>
<tr>
<td></td>
<td>Children: One exam every 12 months with a $10 copay</td>
</tr>
<tr>
<td><strong>Lenses</strong></td>
<td>Adults: Every 24 months, $20 allowance for single lenses, $30 for bifocal, $40 for trifocal and $75 for lenticular</td>
</tr>
<tr>
<td></td>
<td>Children: Lenses covered in full every 12 months (more frequently if medically necessary)</td>
</tr>
<tr>
<td><strong>Frames</strong></td>
<td>Adults: $30 allowance every 24 months</td>
</tr>
<tr>
<td></td>
<td>Children: Up to $100 covered in full every 12 months (more frequently if medically necessary). Cost above $100 covered at 60%.</td>
</tr>
<tr>
<td><strong>Contact Lenses</strong></td>
<td>Adults: $75 allowance every 24 months</td>
</tr>
<tr>
<td></td>
<td>Children: Single purchase of pair of contact lenses or 1 box of contact lenses per eye covered at 100%</td>
</tr>
</tbody>
</table>

*Child* is defined as a member less than age 19.

Provider might require payment in full at the time of service. The patient then submits a claim to UnitedHealthcare for reimbursement.
Group Insurance Benefits

The following will be added (additions in Bold) to Article 24(D)("Group Insurance Benefit"): 

(4) Effective January 1, 2016, the University will provide GHI Preferred Alternate Plan 1, at its own expense, to all full-time employees and their covered dependents. Part-time employees may enroll in the dental plan provided (a) that they are enrolled in the health benefit plan, and (b) that they pay fifty percent (50%) of the monthly premium.

(5) The Dental Plans described above shall become effective on the first of the month following the completion of one year of service.

Union Activity, Visitation & Bulletin Boards

The following will be changed (changes in Bold) to the December 14, 2001 side letter (page 68):

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 $90,500 for each year of the contract. Local 2110 will follow University procedures to access funds in the account.

(Administrative Cleanup Purposes) - the following will be deleted (deletion in Bold) from Article 9 ("Union Activity, Visitation & Bulletin Boards"): 

The side letter of December 14, 2001, page 68 of the collective bargaining agreement, will be amended to reflect that the fund will be used to pay for release time for union official(s) to administer the parties' collective bargaining agreement.

Maximum per year up to max salary of (not including fringe)

2012: $87,000
2013: $88,500
2014: $90,500
Seniority

The following will be changed (changes in Bold) to the first paragraph of Article 12 (E) (10) ("Seniority"):  

When a cashier is temporarily laid off, and given a definite date of return to work and is denied Unemployment Compensation Benefits solely because of the Amendment effective July 20, 1983 to Section 590.11 of the Labor Law, the University will pay such employee the sum of $172.50 per week beginning with the second week of unemployment and during such period of temporary unemployment, said sum to be reduced by any amount earned as a result of any type of employment during the layoff period. Under no circumstances will the above payment be made after the return date given to employee at the time of layoff, or during a period for which Unemployment Compensation Benefits are paid.

Tuition Exemption

The following will be changed (changes in Bold) to Article 25 (A) ("Tuition Exemption"):  

College Tuition Scholarship: A labor management committee will be convened in each year of this agreement to award five $5000 tuition scholarships (five per year) to children of employees who are registered in a full time, undergraduate program and who are age 26 or younger.

Child Care

The following will be changed (changes in Bold) to Article 27 (C) ("Child Care"):  

The University also recognizes its responsibility to allocate resources directed at solutions to the child care problem as reflected by such study. The University will contribute for childcare $215,000 during calendar year 2016, $222,500 for 2017, $230,000 for 2018, $237,500 for 2019. The formula for distribution shall be established by the Union, subject to approval by the University. Such approval shall not be unreasonably withheld.
Job Training

The following will be changed (changes in Bold) to Article 36 (E) ("Job Training"): 

The University will provide the following amounts for the term of the agreement in addition to any remaining funds from the prior agreements:

- 2015: $150,000
- 2016: $150,000
- 2017: $150,000
- 2018: $150,000

Unspent funds in any year will be carried over to the following year. Up to $20,000 of the unspent funds may be used to develop training programs and provide education and training for members of the bargaining unit.

The following will be added (additions in Bold) to Article 36 (E) ("Job Training"): 

Subject to the funding limitation set forth above, the parties agree that employees who have completed six months employment with the University may apply for funding for education or training programs, and will be awarded funds to be used for such programs. The University will not award more than $10,000 per employee per academic year. (The six month rule will not apply to training programs/courses given to a particular work unit.) Applications will be considered prior to the beginning of the summer, fall and spring terms each year.

Probationary Employees

The following will be changed (changes in Bold) to Article 11(A) ("Probationary Employees"): 

"Newly-hired Employees shall be considered probationary for a period of ninety (90) days from the date of employment. The University may extend this period for an additional thirty (30) days provided it notifies the Union, the steward and the employee in advance, in writing, stating the reasons therefor"
Sick Leave

The following will be added (additions in Bold) to Article 19(C) ("Sick Leave"):  

All Employees shall be entitled to use up to five (5) days of his/her sick leave each year for family illness (child, spouse, same sex domestic partner, child or parent of spouse or same sex domestic partner, sibling, grandparent, grandchild, family member residing in the employee's household).

Dress Code

The following will be added to Article 40:

Dining services cashiers will be provided with a full uniform. Management may convene a labor management meeting to discuss uniform options. UBM audio visual staff will wear attire appropriate for events in which they support.

Bereavement Leave

The following will be changed (changes in Bold) to Article 20 ("Leaves of Absence")

An employee shall be paid at his/her regular rate of pay for up to four (4) days of absence in the event of death of his/her spouse, same-sex domestic partner, parent, grandparent, child, mother-in-law, father-in-law, brother, sister or close family member or spousal equivalent living in the household of the employee. Employees may use accrued vacation or personal leave if necessary for travel to the funeral of a covered family member outside of the New York City metropolitan area. Departmental approval for the use of such vacation or personal leave will not be unreasonably denied.
Holidays

The following will be changed (changes in Bold) to Article 18 ("Holidays"):

In the event that an employee is required to work on any of the above holidays specified as "legal holidays or University holidays", he/she shall be paid a rate of time and one-half (1-1/2) his/her regular rate of pay for all hours worked on the holiday in addition to the day's pay (at regular straight time rate of pay) for the holiday. Such employee shall receive compensation for the time worked either as time off or pay in lieu thereof, as determined by the University.

(Administrative Cleanup Purposes) - the following will be deleted (deletion in Bold) from Article 18 ("Holidays"):

In the event that an employee is required to work on any of the above holidays specified as "University holidays", he/she shall be paid at his/her regular straight-time rate of pay for all hours worked on the holiday in addition to the day's pay (at regular straight time rate of pay) for the holiday. Such employee shall receive compensation for the time worked either as time off or pay in lieu thereof, as determined by the University.

Tuition Exemption

The following will be added (additions in Bold) to Article 25 ("Tuition Exemption"):

There will be a two semester waiting period (administered as 7 months) for "self" and spouse/same sex domestic partner Tuition Exemption benefits eligibility. This waiting period represents two-semesters of continuous service.

The Union agrees to withdraw with prejudice, any and all cases related to the University's decision to consolidate to a single health insurance vendor, including NLRB Case No.: 02-CA-142614, and the Request for Arbitration filed on July 22, 2014.

The parties agree to withdraw their respective proposals with respect to Article 1E of the collective bargaining agreement, and the attending side letter. Neither party shall maintain, in any proceeding between the parties before any court, agency or arbitrator, that an adverse inference be drawn, nor shall such court, agency or arbitrator draw an adverse inference, from such withdrawal.
IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed in their names and on their behalf by their respective representative thereunto duly authorized on this 10th day of February 2015.

Agreed to:

THE TRUSTEES OF COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK

Date: February 10, 2015

LOCAL 2110, INTERNATIONAL UNION, UAW AFL-CIO

Date: 2/10/15

Negotiating Committee

[Signatures]

Negotiating Committee

[Signatures]