

# MEMORANDUM OF AGREEMENT

BETWEEN

TEACHERS COLLEGE

and

**TECHNICAL, OFFICE and PROFESSIONAL UNION,  
LOCAL 2110, UNITED AUTO WORKERS, AFL-CIO**

The following is a summary outline of the changes negotiated by the above-referenced parties during their negotiations for a contract to succeed their collective bargaining agreement which expired on February 28, 2001 (the "Agreement"). The changes will be incorporated into the language of the expired Agreement.

1. Term (Article 45, p. 36)
  - three (3) years (from 3/1/2001 through February 29, 2004)
2. Wage Increases (Article 11, pp. 14-16)
  - 4 % increase effective March 1, 2001
  - 4 % increase effective March 1, 2002
  - 3.5 % increase effective March 1, 2003
3. Minimums (Article 11, pp. 14-15)
  - the annual wage increase will be applied to the minimum and step rates
4. Longevity Increase (Article 11, p. 15, footnote A)
  - prior to the application of the 4 % increase effective March 1, 2001, the amount of \$250 shall be added, on a one-time basis, to the base rate of pay of all bargaining unit employees who have completed 20 or more years of service as employees with Teachers College on or before March 1, 2001.
5. Salary Grades
  - effective March 1, 2001, Salary Grade 3 shall be eliminated, and any employee in Grade 3 on that date shall be advanced to Grade 4, and paid as a Grade 4 employee at the rate required by his/her years of service or a 5% promotion increase, whichever is greater.

6. Retiree Health Insurance (Article 24, Section 10, p. 28)

-- revise Section 10:

- to add another eligible group (62/20) effective March 1, 2001, to the previous eligible groups (65/15 and 55/30)
- to increase the annual per retiree premium reimbursement amount from \$1000 to \$1500 for any eligible employee who retires after March 1, 2001 through February 29, 2004
- to increase the total maximum annual premium reimbursement amount from \$30,000 to \$35,000
- to provide for the carry over of unused amounts from one contract year (starting 3/1/00) to the next contract year (ending 2/29/04), if necessary to pay for reimbursed premiums

7. Child Care Subsidy (Article 43, p. 35)

-- increase the annual maximum reimbursement available from the fund as follows:

- from \$30,000 to \$35,000 effective March 1, 2001
- from \$35,000 to \$40,000 effective March 1, 2003

8. Transit Check Program (new)

-- to be implemented no later than March 1, 2002

9. Vacation Bonus (Article 17, Section 3, p. 22)

-- drop eligibility requirement from 23 years of service to 20 years of service

-- employees will have the option of cashing out all or part of their bonus vacation month as follows:

- employees who became eligible for the bonus before March 1, 2001 must exercise their buyout election before February 28, 2002
- employees who become eligible for the bonus after March 1, 2001 must exercise their buyout election within two (2) years of the date on which they become eligible for the bonus.

10. Tuition Reimbursement for Dependent Children of Retirees (addition to Article 19, Sections 2(b) through 2(f), pp. 24-25)
  - tuition reimbursement, as set forth in Article 19, Sections 2(b) through 2(f), for the dependent children of employees who retire on or after March 1, 2001 with 30 or more years of service with Teachers College
  - the dependent children eligible for this benefit are those "as of record" at the time of the employee's retirement
11. Dental Plan
  - implement enhanced PPO Plan to replace existing plan, effective January 1, 2003
12. Probationary Period (Article 6, Section 1, p. 12.)
  - replace the existing Section 1 with the following:

Newly hired employees shall be considered probationary employees for a period of ninety (90) days from the date they commence employment.
13. Name Change Throughout Contract to Reflect New Title
  - change "Director of Personnel" to "Director of Human Resources."
14. Language Insert to Article XI, Wage Rates, Grade 10, p.15, fn. F)
  - add to the contract the following language that was contained in the parties 1995 MOA, and which has been followed since that date:

Effective 3/1/95, Grade 10 shall be added as a new classification whose duties shall include the distribution and follow up of work and necessary training of other members of the work team.
15. Language Correction to Article 5, Section 9, p. 11
  - add "per week" to end of Section 9

16. Language Insert to Article 14, Sec.3

--add to Christmas Recess:

In the event that an employee is required to work on days designated as "vacation days", the employee will be compensated at time and a half for each hour worked and will be able to use his/her vacation day(s) at another time.

Reviewed and agreed to by:

Teachers College: By [Signature]

Dated: 17 May '01

[Signature]

UAW, Local 2110: By [Signature]

Dated 5/17/01

[Signature]  
[Signature]  
[Signature]  
[Signature]  
[Signature]  
[Signature]  
INTERNATIONAL UNION  
UAW