Barnard College/UAW, Local 2110
Management Proposal
October 16, 2012

1. Contract term: 7/1/12 - 6/30/15 (three years)

2. Wages:
   a. $850 lump sum paid within 60 days of ratification and pro-rated for part-timers.
   b. 7/1/13: 2% base wage increase
   c. 7/1/14: 2% base wage increase

3. Childcare:
   a. 7/1/12 increase by $1000
   b. 7/1/13 increase by $1000
   c. 7/1/14 increase by $1000

4. Night Shift Differential:
   a. 1/1/14 increase by $.05

5. Uniform:
   a. 1/1/13 increase by $10

6. Longevity: 1/1/13 add new step +$150 at 30 years

7. GHI Healthcare rate to increase no more than 5% for calendar year 2013.

8. Retirement Benefits: Section 21
   a. Increase breakpoint to $16,000 effective 1/1/13 and to $23,000 1/1/14.
   b. Beginning 7/1/2013 and on each 7/1 thereafter, employees with 25 years of service will receive an additional pension contribution of $150.

9. Severance Pay attributable to lay-offs, reorganizations and position elimination:
   a. Maintain the calculation at 1 week of pay for year of service up to a cap
   b. Increase maximum payment from 11 weeks of base pay to 20 weeks
10. Voluntary Retirement Program
   - Same terms as current Administrator plan-1 week of pay for each year of service up to 26 years of service, health insurance for 3 months after retirement date, and Barnard tuition for eligible daughters. Retirement window to run for a 60 day period following ratification of the contract

11. Same Sex Domestic Partners Gross UP
   - Implement as soon as practical following the reification of the contract. Calculation and verification requirements to correspond with those already in place for faculty and administrators

12. Criminal Background Check
   - During the period 10/16/12 through 6/30/15 one criminal background check may be conducted on each employee in the following titles: Access Attendants, Dispatchers, Administrative Assistants in Public Safety and Residential Life, and Receptionists in Residential Life. During the term of the agreement employees covered by this provision must inform management of any arrest

13. Healthcare Waiver
   - Increase the health insurance waiver payment for full-time employees who demonstrate that they have coverage elsewhere from the present level of $1,000 per year to $2,400 for single coverage and $4,800 for multiple/family. Amounts would be pro-rated for part-time, benefits eligible employees opting out of health insurance

14. Grievance Procedure: Grievance Form/Step 3s
   - Without waiving their statutory rights, a grievance either on behalf of the College or the Union may be presented initially at a Step 3 for the following reasons:
     - Termination
     - Suspension
     - Denial of leaves of absence, vacation times or flexible hour schedules.
     - A grievance which affects a substantial number of a class of employees, and which the College representative designated in Step 1 and 2 lacks authority to settle, may initially be presented at Step 3 by the Union representative.

15. Bereavement Leave
   - Add domestic partner after spouse

16. Job Evaluation Committee:
   - Union will be given notice of i) newly created and ii) material changes in job descriptions for 2110 jobs two work days (Monday – Friday) in advance of position
posting. So as not to hinder recruitment and operations, the position will be posted after these two days. After review, and upon Union request, the JEC will convene to discuss if necessary.

- The Union will not contest position upgrades to top grade provided the position is vacant and no substantial changes in eligibility were made. The Union reserves its right to schedule a meeting with Human Resources if there are substantial changes for position eligibility.

17. Flexible Hours

- Flexible hours shall be arranged for any employee who has a need, provided the department continues to be effective and efficient and can operate without disruption.

This agreement is subject to ratification of the parties.