MEMORANDUM OF AGREEMENT

On the 6th day of January 2016, it was agreed that the existing collective bargaining agreement between International Brotherhood of Teamsters Local 1205 and The New School, a university, (“Employer”) effective July 1, 2010 through June 30, 2015, be and hereby is extended on the same terms and conditions except as hereinafter provided, through June 30, 2020:

1. Article V, C (2) and D shall be modified to reflect that effective July 1, 2016, the following changes will be made to the Salary Grades & Job Reclassification practices. All new hires will be at Grade 1. All employees will automatically advance within the grade structure for their position classification and will receive the noted increase in their weekly salary based on the schedule below in relation to the employee’s anniversary date:

- 3rd Anniversary - $10/week
- 6th Anniversary - $20/week
- 9th Anniversary - $30/week
- 12th Anniversary - $50/week

On July 1, 2016, the grade increases will be applied before the annual across the board wage increase (specified in 5 below). Increases resulting from grade changes on July 1, 2016 shall be cumulative for existing employees.

In the event that an employee applies for and is awarded a position reclassification (change in position title), the employee’s new salary will be retroactive to the date employee applied for the reclassification.

2. Effective July 1, 2015, the University’s practices regarding premium and meal pay practices are amended as follows:
   a. Article VIII, G is amended by increasing the amounts in (1) (a), (b), (c) & (d) by two dollars ($2).
   b. Article VIII, H (4) is amended to change the dollar amounts to $12 for lunch and $14 for dinner (both locations).
   c. All premium pay shall include any and all part time unit employees.

3. Effective January 1, 2016, Article X, C is amended to add a new section (6) as follows:

   Effective January 1, 2016, Employees who are involuntarily terminated may be paid accrued but unused personal days, up to the maximum of 4 days, as part of their terminal pay.

4. Effective January 1, 2016, Article X, D is amended to reflect that “immediate family” means: parents, siblings, husband, wife, domestic partner, partner in a civil union, children, step
children, grandchildren, grandparents, in each case. The limitation of 3 days will be limited to bereavement leave associated with an employee’s parents-in-law and step-parents.

5. Article XI, A is amended to reflect the following wage increase:

   Effective July 1, 2015, all wage rates shall be increased by 2.75%.
   Effective July 1, 2016, all wage rates shall be increased by 2.25%.
   Effective July 1, 2017, all wage rates shall be increased by 2.75%.
   Effective July 1, 2018, all wage rates shall be increased by 2.75%.
   Effective July 1, 2019, all wage rates shall be increased by 2.50%.

6. Article XI, B is amended to reflect the restructuring of longevity payments accordance with the following anniversary schedule:

   10 years - $500
   15 years - $750
   20 years (and every fifth (5th) anniversary thereafter) - $1,000.

   Employees who received lower longevity increases in the previous contract will receive the difference retroactively.

7. Article XIV, B is amended to reflect that the current monthly contribution rate of $1,813.00 per employee shall continue through December 31, 2016. Thereafter, the contribution to the 1205 Health Plan shall be increased as reflected below:

   Effective January 1, 2017 - 5%.
   Effective January 1, 2018 - 5%.
   Effective January 1, 2019 - 5%.
   Effective January 1, 2020 - 5%.

8. Article XIV, C is amended to reflect that effective January 1, 2016, the Employer agrees to make the contributions listed on the attached. The parties agree to use their best efforts in negotiating the merger of the Local 840 Pension Plan with the Local 1205 Pension Plan. Specifically, the parties agree that effective May 1, 2016, this contract shall be reopened for the purpose of negotiating the terms of such possible merger.

9. Effective January 1, 2016, eliminate Article XVII, C as Employer will have no further obligation to provide “sick rooms.”

10. The parties agree to discuss and possibly make language changes throughout the agreement to account for changes in department names and reporting responsibilities. Such changes shall be reflected in the new collective bargaining agreement.

11. The Union agrees to withdraw with prejudice its pending arbitration relating to position misclassification in exchange for the University’s agreement to convert the following 4
administrative positions to positions covered by the Local 1205 Collective Bargaining Agreement:

a. Evening Office Manager, Student Health (PT)
b. Administrative Assistant, Facilities Management (FT)
c. Administrative Assistant and Project Specialist, VP for Finance and Business (FT)
d. Facilities Assistant, Facilities Management (PT)

All other proposals by both parties are hereby withdrawn without prejudice or precedential value.

This Memorandum of Agreement is subject to ratification of the membership and approval by the University’s Board of Trustees. The respective bargaining committees agree to endorse and recommend such ratification and approval.

International Brotherhood of Teamsters Local 1205
By: Timothy Lynch
By: Nelson Nunez
By: Henry Drobbin
By: Joanne Shodimu
By: Christine Jackman
By: Yvonne Garrett
By: Emerson Brathwaite

The New School
By: Carol Cantrell
By: Stephanie Basta
By: Keila Tennent-DeCoteau
By: Annie Wong

(Signatures on File)