

FORDHAM UNIVERSITY



LOCAL 810

**INTERNATIONAL BROTHERHOOD
OF TEAMSTERS**

CONTRACT

JULY 1, 2021 – JUNE 30, 2026

INDEX

Article	Page	Number
1. Duration		4
2. Bargaining Unit		5
3. Recognition		6
4. Security		6
5. Equal Employment Opportunity		7
6. Hours of Work		8
7. Closings Due To Snow And Unforeseen Circumstances (Inclement Weather, Acts Of God, Power Outages)		10
8. Uniforms		10
9. Seniority		11
10. Paint Room		12
11. Overtime		12
12. Layoffs		13
13. Unemployment Insurance		15
14. Probationary Period, Discharge		15
15. Wages/Longevity Provision		15
16. Alternate Wage Rate		16
17. Job Posting Procedure		17
18. Promotions/Transfers		19
19. Vacations and Leaves of Absence		20
20. Holidays		24

Article	Page Number
21. Sick Leave	25
22. Family Medical Leave	30
23. Health Requirements	30
24. Lateness	31
25. Insurance, Medical, LTD & Retirement Benefits	31
26 Tuition Grants	37
27 Grievance Procedure	41
28. Miscellaneous	43
29. Management Rights	43
30. No-Strike Clause	44
31. Notice of Termination of Contract and Negotiations	45
Signature Page	47
Appendix A-Rate Schedule	48

CONTRACT between Fordham University and Fordham University Employees, Local 810, International Brotherhood of Teamsters

THIS IS AN AGREEMENT effective **July 1, 2021**, by and between FORDHAM UNIVERSITY (hereinafter called the University) and LOCAL 810, (herein after called the Union) Teamsters, Chauffeurs, Warehousemen, Helpers, Drivers, Rug Cleaners, Dyers, Handlers, Steel, Metal, Alloy, Hardware, Fabricators, Production, and Skilled Maintenance Workers; Greater New York, Metropolitan, New York, and vicinity.

It is the desire of both the University and the Union to work together to maintain mutually satisfactory conditions of employment and in that undertaking to act in a way beneficial to the preservation of harmonious relations. To this end, the parties agree as follows:

ARTICLE 1. DURATION

1. This agreement shall remain in effect until terminated as provided in Section 31 hereof.

2. The word "year" as used in this agreement shall refer to the University's fiscal year, July 1 to June 30.

3. Appendix A is an integral part of this Agreement, and wage scales listed therein shall remain in effect during the term of this Agreement.

4. Exceptions to any article in this Agreement may be made only by mutual agreement in writing between the Senior Vice President, CFO and Treasurer of the University, or a representative appointed by **them**, and the Principal Officer of the Union, or a representative appointed by **them**.

5. It is expressly understood and agreed that when this Agreement is accepted by the

parties and signed by their authorized representatives, it will supersede any and all agreements existing or previously executed between the University and the Union.

6. The provisions of this Agreement and the rights and benefits provided herein shall inure to the parties hereto and to each and every member of the Union and shall be binding upon any successor or assignee of the University or the Union. In the case of a consolidation, merger or acquisition, representatives of the University and the Union will meet without delay and negotiate for proper provisions for the protection of employee seniority and other property rights.

7. Within thirty (30) days after the effective date of this Agreement, the University will provide to the Union a list of workers with their salary and job classifications. When changes are made in this list, the Union will be notified of such changes within five (5) working days.

ARTICLE 2. BARGAINING UNIT

1. The terms of this Contract or any modification thereof shall apply to all University positions listed in Appendix A of the Contract. The term "worker" or "employee" as hereinafter used includes only those persons working in the positions referred to in this paragraph.

2. It is understood that this includes all new positions in these same classifications, on all of the educational properties of the University **located in the United States.**

3. For the purpose of preserving work and job opportunities for the employees covered by this Agreement, the University agrees that no work or services of the kind, nature or type covered by, presently performed, or hereafter assigned to the collective bargaining unit will

be subcontracted, transferred, leased, assigned or conveyed in whole or in part to any other plant, person or nonunion employees, unless by mutual agreement between the University and the Union.

4. In respect to mechanical and repair work, past practice regarding subcontracting shall continue. The University agrees however that whenever possible employees will be granted a minimum amount of overtime before work is subcontracted. All maintenance work shall be performed by employees covered by this agreement.

ARTICLE 3. RECOGNITION

The University agrees to recognize the Union as the sole and exclusive bargaining agent on all matters relating to wages, hours and working conditions for all workers covered by this Agreement.

ARTICLE 4. SECURITY

1. The University agrees that:

a) All employees must become and shall remain members of the Union in good standing as a condition of employment. New employees shall become and remain members in good standing of the Union as a condition of employment on and after the 60th working day following the beginning date of their employment.

b) The failure of any person to become a member of the Union at the required time shall obligate the University, upon written notice from the Union to such effect and to further effect that Union membership was available to such person on the same terms and conditions generally available to other persons, to forthwith discharge such person. Further, the failure of any person to maintain his Union membership in good standing as required herein shall, upon written notice to the University by the Union to such effect, obligate the University to discharge

such person. The Union agrees to indemnify the University against any liability incurred by reason of the wrongful discharge of any employee by the University in compliance with the foregoing.

2. The University will require each worker, immediately upon being hired, to sign a Union membership application to become effective sixty (60) working days after the date of hiring. This application will be sent to the Union within the thirty (30) day calendar day period. The Union will maintain an adequate supply of applications in offices where workers are hired.

3. The University will be provided by the Union with written requests and authorizations, signed by the employee, authorizing the University to deduct from such worker's wages the amount designated by the Union as initiation fees and dues. Once given, such authorization shall be irrevocable during the period this contract is in force.

4. Union initiation fees will be deducted by the University from wages earned in the first pay period of the first month in which membership is effective.

5. Union dues will be deducted by the University from wages earned in the first pay period of each calendar month. A lump sum check for such dues with a list of deductions itemized by members will be forwarded to the Treasurer of the Union.

ARTICLE 5. EQUAL EMPLOYMENT OPPORTUNITY

Fordham University is an academic institution that, in compliance with federal, state, and local laws, does not discriminate on the basis of race, color, creed, religion, age, sex, **pregnancy, gender or gender identity characteristics or expression, national origin, marital or parental status, sexual orientation, citizenship status, veteran status, military status, disability, genetic**

predisposition, or carrier status, status as a victim or witness of domestic violence, sex offenses or stalking , unemployment status, Union Membership or any other basis prohibited by law. Fordham University does not now knowingly support or patronize any organization that engages in unlawful discrimination. This policy is strictly enforced by the University and alleged violations receive prompt attention and appropriate corrective action.

ARTICLE 6. HOURS OF WORK

1. The regular payroll week shall commence at 12:01 a.m. on Saturday and terminate at midnight Friday. Workers shall work five (5) consecutive days, eight (8) hours each day, during a seven (7) day period. The University will make every effort to arrange so that a maximum number of employees normally will be off duty on Saturdays and Sundays. Exceptions may be made according to Section 1, Paragraph 4 and/or Paragraph 2 of this section.

2. Regular assignments under normal conditions shall have a fixed starting time which shall not be changed indiscriminately. Notices of changes of regular hours must be posted on the departmental bulletin board at least twenty-four (24) hours in advance of the changed starting time.

3. The Union guarantees that workers will be available for extra duty when necessary.

4. The University will grant one-half hour for cash-up time on payday **unless there is an early closing on that day, then the extra one-half hour is waived.**

5. When a meal period is allowed it shall be thirty (30) minutes and shall be at a regularly assigned time. For regular operations requiring continuous hours, meals will be taken as workload permits.

6. A regular full-time employee will be given five (5) minutes before each meal period to wash up and will be given twenty (20) minutes at the end of each work day to wash up and change clothes and return to shop or locker room.

7. All part-time workers regularly working a six-hour day will be entitled to the regular wash-up time granted full-time employees. Workers regularly working three hours or more, but less than six will be given ten (10) minutes at the end of their work day to wash up and change clothes.

8. A full-time employee is entitled to two rest periods of fifteen minutes each in each day's work schedule. The first rest period shall occur during the work session prior to the meal break and the second rest period shall occur in the work session after the meal break. Part-time employees are entitled to a rest period during any work session of three hours or more. A rest period is a recess; it is not to be used to extend the starting time or advance the departure time of a work session. Rest period time cannot be accumulated.

9. Commencing with the week in which Independence Day is celebrated, and continuing for six (6) consecutive Fridays, the normal work-week will be Monday through Thursday. During this four-day week schedule, normal work schedules will prevail except that the lunch period will be extended by one-half hour on the day pay checks are distributed **unless there is an early closing on that day, then the extra one-half hour is waived.** Regular weekly pay rates will be continued during these weeks. Employees required to work on Fridays during the summer schedule will be paid at the rate of time and one-half the regular hourly rate plus the normal day's pay. Selection of staff members to work on Friday will be on a seniority basis. In those years when Independence Day falls on Friday or Saturday, Thursday will be observed.

10. Those employees working a standard 40-hour week, who commence their regular shift at 12 noon or thereafter, shall be entitled to a shift differential payment of **75** cents an hour.

11. A supper money payment of **\$7.00** will be made to employees working a standard 40-hour week who work two (2) hours of overtime in any given period. Employees must submit their request for supper money to their supervisor within 30 days of the incurred overtime. Failure to submit their request within the 30-day period will result in ineligibility for the allowance.

12. Shift Schedules - No employee shift shall be changed without consultation and upon notice to the Union. In addition, an employee shift shall not be changed more than twice in any calendar year. When shift changes do occur, consideration will be given on an individual basis to cases of personal hardship.

**ARTICLE 7. CLOSINGS DUE TO SNOW AND
UNFORESEEN CIRCUMSTANCES (INCLEMENT WEATHER,
ACTS OF GOD, POWER OUTAGES)**

In the event of inclement weather employees shall contact the University at a designated special phone number prior to the beginning of their shift to be advised whether or not to report to work. Those employees who are required to report to work on a day when the University Offices and plant are closed, will receive double time (regular base wage, plus straight time) for working. Those employees who are required to report to work and do not report, will be paid straight time for the day and charged a vacation day or a personal day. Prior approval of a vacation day during inclement weather is not required.

ARTICLE 8. UNIFORMS

1. **All employees shall receive ten (10) pairs of pants per year. All employees shall receive ten (10) winter shirts and ten (10) summer**

shirts. Employees shall receive a winter jacket. Winter jackets, winter shirts and pants shall be received on or about October 1 of each calendar year. Summer shirts shall be received on or about May 1 of each calendar year.

2. Protective gear will be supplied to those employees whose job responsibilities require such. The determination of need for protective gear will be based on need and shall be exclusively at the University's discretion.

3. The University, at its expense, will provide all 810 members with a minimum of one pair of work boots yearly. In instances where an employee requires more than one pair of boots due to the nature of **their** job, **they** should speak to **their** supervisor to receive approval for an additional pair. It is expected that all 810 employees wear **their** boots during business hours, and that they are considered to be part of the Fordham University uniform standard.

ARTICLE 9. SENIORITY

1. Seniority is to be based on total continuous employment by the University, except where otherwise stated. **Classification Seniority service within the University is to be based on total length of continuous service within a certain classification.**

a) Unit stewards shall have top seniority in their classification for lay-off purposes only.

b) Vacations and regular work schedules will be assigned by **classification** seniority. Overtime will be assigned on a rotating schedule, based on **classification** seniority. **Classification seniority is defined as seniority in a job classification or craft (for example, carpenters, day cleaners, night cleaners, refrigeration engineers, etc.).**

2. Military duty, after establishment of seniority, is deemed employment within the meaning of the seniority clauses.

3. No worker shall lose seniority rights in **their** regular classification while on temporary assignment. A temporary assignment shall not exceed ninety (90) days. During such time, the University has the right to return a worker to his original classification.

4. The term "years of employment" as used in this Agreement will include all continuous employment by the University.

ARTICLE 10. PAINT ROOM

1. Fordham agrees to erect a paint room with sufficient ventilation for the use of spray paints. **In compliance with OSHA, The Respiratory Protection standard, paragraph 29 CFR 1910.134(g) (1) (i) (A) all members who work in the paint room must be fitted for, wear the required Personal Protective Equipment and submit for the required medical examination for wearing respiratory protection.**

ARTICLE 11. OVERTIME

1. A premium rate of one and one-half times the base rate will be paid for all work performed in excess of eight (8) hours in any one day, and for all time worked, with a minimum of four (4) hours, in the event of callback or overtime on one of the two scheduled days off each work week. The time and one-half rate will also be paid for work performed on Fridays during the summer schedule and days worked during the Christmas holidays and spring recess.

2. A premium rate of two times the base rate will be paid for all time worked in excess of twelve (12) hours in any twenty-four (24) hour period and for all time worked, with a minimum of four (4) hours, on the seventh consecutive day

actually worked and for all hours worked in excess of eight (8) hours on the sixth day of the work week or in excess of eight (8) hours on holidays.

3. a) Callback for part-time workers will be for a minimum duration of four (4) hours and will be paid at straight time until a total of eight (8) hours work in any one day is reached and will be paid at the rate of time and one-half thereafter.

b) Employees who come in on call-back will be reimbursed for tolls and mileage pursuant with IRS standards.

c) All overtime paid for by an agency or organization other than the University itself will be paid for at the rate of time and one-half.

4. A night differential of .25 per hour will be paid to all part-time night shift employees.

ARTICLE 12. LAYOFFS

1. All layoffs shall be by seniority in classifications. No worker shall be laid off as long as there is any work available in any classification for which the worker is reasonably qualified. The Union shall be notified immediately and supplied with a list of the affected employees in the event of a layoff. (By definition, the term "layoff" shall not be construed to include a termination of employment which is related to disciplinary action, such as suspension or discharge).

2. Where there is a reduction in force or seasonal layoff, all workers to be affected must be given two (2) weeks notice in writing. Any vacation time that might be due shall not be included in the two-weeks notice period.

3. Should a worker suffer a layoff because no work is available in **their** classification or

any other classification for which **they are** reasonably qualified, **they** shall maintain all of **their** seniority rights and all rights set forth in Paragraph 4 of this section for ninety (90) days after **their** layoff. By filing with the designated representative of the University at any time between the 80th and 90th days of said period, **they** may renew said rights for another ninety (90) days. The maintenance of such right after reemployment is subject to the provisions of paragraph 7 of this section. At the end of one hundred and eighty (180) days of continuous layoff all said rights will be deemed expired. All said rights will also be deemed expired should any worker fail to respond to a registered letter with a personal return receipt requested, notifying **them** of rehiring, within three (3) weekdays of the employee's receipt of the letter.

4. No one will be hired in any classification covered by this Agreement so long as there is any worker on a layoff who is reasonably qualified and able for that classification, and who has complied with the provision of Paragraph 3 of this section.

5. Should a worker be assigned to another classification, **they** shall be paid at the rate for said classification during the period of such assignment.

6. All workers laid off shall be entitled to vacation time accrued at the date of layoff.

7. When there is a layoff which is anticipated to last, or does last, for more than sixty (60) calendar days, employees affected shall be given one week's pay for each full year of service as severance pay. Any employee who receives severance pay and is recalled within the time limits specified in Paragraph 3 above shall have the privilege of returning the severance pay to the University to restore his original date of employment as the basis for the computation of all benefits, including seniority. If the employee chooses not to return the severance pay to the University, the employee will be

considered to be a new employee and the beginning date of employment of record shall be the rehiring date.

ARTICLE 13. UNEMPLOYMENT INSURANCE

All University employees are covered by the New York State UNEMPLOYMENT Insurance laws.

ARTICLE 14. PROBATIONARY PERIOD - DISCHARGE

1. Newly hired full-time and part-time employees shall be considered on probation for a period of sixty (60) working days. During this period the employee has no seniority rights and may be discharged without the right **to file a grievance**. Upon successful completion of the probationary period, seniority shall commence from the first day of employment.

2. Employees who satisfactorily complete their sixty (60) day probationary period may be discharged for just and reasonable cause. The cause or causes for discharge shall be given in writing to the worker being discharged.

3. New hires will not be eligible for paid holiday time, recess breaks and summer Fridays until **they** have satisfactorily completed **their** probationary period.

ARTICLE 15. WAGES/LONGEVITY PROVISION

1. Effective **July 1, 2021** each employee's wage rate will be increased by the following percentage:

July 1, 2021 - 3.25%
July 1, 2022 - 3.00%
July 1, 2023 - 3.25%
July 1, 2024 - 3.00%
July 1, 2025 - 3.25%

The new rates in effect during each contract year can be located in the Appendix A-Rate Schedule.

2. Longevity Provision - Effective July 1, 2003, the University agrees to implement the Longevity Provision described below:

Full-time and part-time* employees who have completed the years of service as outlined below, prior to December 31, 2002, are eligible for the following increments on July 1st.

Completion of 5 years of service = \$3.00
Completion of 10 years of service = \$4.00
Completion of 15 years of service = \$5.00
Completion of 20 years of service = \$6.00

Full-time and part-time* employees who do not meet the above criteria as of December 31, 2002 for the Longevity Provision, must complete the years of service prior to January 1st to be eligible for an increment on July 1st.

*Employees working less than full-time will receive a proportionate increment following the same eligibility schedule.

ARTICLE 16. ALTERNATE WAGE RATE

1. An "Alternate Wage Rate" has been established for Part-time and Full-time employees classified as "Cleaner I or II". Employees in this category shall receive 80% of the current wage rate in effect for Cleaner I & II, at the time of hire. Said employee shall be subject to the normal incremental increases for three (3) years. Upon the completion of three (3) years of service, said employee shall receive the rate of pay equal to the employee in the same classification, hired before July 1, 2000.

2. Effective July 1, 2003 all newly hired employees other than of Cleaner I and II, will be subject to receive 80% of the current wage rate in their classification. Upon the completion of

three (3) years of service, said employee shall receive the rate of pay equal to the employee in the same classification, hired prior to July 1, 2003. In the event market conditions dictate that a higher rate of pay is required over the 80%, all employees in the affected classification will be elevated to the higher rate of the new hire.

ARTICLE 17. JOB POSTING PROCEDURES

Notice of vacancies in all classifications shall be posted on the designated University bulletin boards throughout the Lincoln Center and Rose Hill campuses. The University's Human Resource Department will **email** all job postings to the Local 810 Headquarters Office.

The Hiring Manager will accept internal applications for fifteen (15) business days from the posting date. Should an internal applicant exceed the fifteen (15) business day threshold, **they** will then be treated as an external candidate.

Internal applicants should follow the "Job Posting Procedures" described below when requesting a lateral or promotional transfer:

1. Internal candidates should request the Internal Referral Application from the Hiring Manager and/or Shop Steward. **They** must complete the form and return it to the Hiring Manager in order to be considered for the posted position.

2. The Hiring Manager will then review the duties and responsibilities of the available position against the internal candidate's credentials. Only qualified candidates* will be considered for the vacancy for which **they are** applying.

*The definition of a qualified candidate is an individual who possesses *verifiable* experience in the field/industry that **they are** applying, or an individual who can demonstrate that **they are**

currently attending a certification program in the field/industry that **they are** applying.

Internal candidates with 2 or more years of employment, who do not possess a High School diploma or equivalent (GED) but who have satisfied the requirement of the practical experience and/or trade school certification, can advance to the next level of the hiring process - the written examination.

3. If an internal candidate does not meet the basic requirements of the position or the internal candidate has submitted an incomplete Internal Referral Form, the Hiring Manager will inform the candidate of the deficiencies within three (3) business days from receipt of the form. The candidate will then be required to provide the Hiring Manager with the missing information. This process needs to be completed within the fifteen (15) day posting period.

4. If the internal candidate resubmits the Internal Referral Form and continues to be ineligible to advance to the next level of the hiring process, **they** will be notified by Human Resources in writing within 5 business days after the posting period expires.

5. Qualified candidates are eligible to take one written exam per job posting if the duties and responsibilities of the position are the same. If the duties and responsibilities are not the same, then the internal candidate must take the appropriate test.

6. Internal candidates applying for a lateral transfer within the same job classification (i.e.: plumber L.C. vs. plumber R.H.) are not required to take either the written or practical exam.

7. All internal applicants will be subject to a pass/fail grading system. If a candidate passes the written exam, then **they** will be eligible to move to the next level of the hiring process - the practical exam.

8. Practical exams will be prepared by management and shall be administered by the lead person/**foreperson** in that classification.

9. Practical exams will be witnessed by a Business Agent from Local 810 Headquarters. Reasonable notice of two (2) days shall be given to Union Headquarters to notify the Business Agent of the date and time of the practical exam.

10. Results of written and practical exams of internal applicants will be made available to the Business Agent upon request.

11. External applicants will be expected to meet the same requirements as internal applicants, i.e. job qualifications and testing requirements.

12. Human Resources will notify all internal candidates in writing within 5 business days from the conclusion of the hiring process.

ARTICLE 18. PROMOTIONS/TRANSFERS

1. All promotions within a classification or to another classification shall be governed by seniority when ability and qualifications are substantively equal. Promotions shall be on a trial basis for a period not exceeding sixty (60) calendar days, except in the case of **Foreperson** and Site Foreperson where the trial basis shall not exceed ninety (90) days.

2. In the event a Local 810 member is in the suspension stages of the progressive discipline process, **they** will not be eligible for a lateral and/or a promotional opportunity. In order to be eligible, a member must be in good standing with the University for a minimum of one year.

3. **Any employee** who is granted a promotion or lateral transfer must remain in that position

for six (6) months before **they** can apply for another position within the University.

4. The University will establish, in concert with Local 810, formal training programs within the Facilities and Custodial Departments at the Rose Hill and Lincoln Center campuses.

5. In the event of a dispute pursuant to this paragraph the Union and University representatives will meet to arrive at a mutually satisfactory solution.

a) **Any employee temporarily performing the work of another employee in a job classification to which a higher rate of pay is attached, shall receive such higher rate for the time which they perform the work of the employee in the higher classification.**

b) In the event of the introduction of new equipment or systems, the University agrees to closely evaluate the qualifications of University employees before offering positions to candidates outside the University.

6. Local 810 members, who have successfully qualified and have successfully fulfilled a temporary assignment created by a disability, will be afforded that position after one full year, without recertification and without reposting.

ARTICLE 19. VACATIONS AND LEAVES OF ABSENCE

1. The amount of vacation to which each employee is entitled each year is as follows:

a) Employees with less than ten (10) months of completed service as of July 1 will receive one (1) day of vacation for each month of service, computed from the date of employment.

b) Employees with more than ten (10) months but less than four (4) years of completed service as of July 1 will receive two (2) weeks

vacation each year.

c) Employees with more than four (4) years of completed service but less than ten (10) years of service as of July 1 will receive three (3) weeks vacation each year.

d) Employees with more than ten (10) years of completed service but less than twenty (20) years of service as of July 1 will receive four (4) weeks vacation each year.

e) Employees with more than twenty (20) years of completed service but less than thirty (30) years as of July 1 will receive five (5) weeks of vacation each year.

f) Effective July 1, 2010, employees with thirty (30) years of completed service as of July 1 will receive six (6) weeks of vacation each year.

2. All workers shall receive weekly vacation pay of forty (40) hours times their July 1 hourly rate, except those normally on part time, who will receive their yearly average number of hours per week times their July 1 hourly rate.

3. Vacation schedules shall be prepared by the University, taking into account the request of employees for specific vacation dates. The University will consider these requests on the basis of employee seniority. While the employee's preference will be respected wherever practicable, the University reserves the right to arrange vacation schedules in order to meet operating needs. The University also reserves the right, if necessary, to schedule the third, fourth, and fifth week of vacation other than consecutively with the first two weeks. If the employee does not desire to take third, fourth, or fifth week of vacation, and it is acceptable to the University, such employee will be compensated at straight time plus his vacation pay.

The University's management staff reserves

the right to assign vacation time in the event a staff member does not submit **their** request to their supervisor in a timely fashion.

Earned vacation time must be taken no later than one year after the July 1st of the year in which it is accrued. It cannot be accumulated from year to year. Failure to return to work at the end of a scheduled vacation period will be considered to be a resignation unless approval for such absence has been requested by the employee either in person or by registered mail, return receipt requested, and has been granted by the University prior to the date on which the vacation period ends.

4. If the University elects to schedule vacations by categories of workers, schedules of assigned vacations shall be posted on the official bulletin boards at least six (6) months prior to the beginning of the contract year during which such vacations are to be taken.

5. The University agrees to drop its practice of charging Local 810 members at a higher rate (1.25 days) for vacation and/or sick time taken during the six weeks of summer Friday closings.

6. a) If **an employee** resigns from the University, **they** must have six months of continuous service and provide the University with a minimum of two (2) weeks notice in order to be eligible for **their** unused and accrued vacation pay. **Vacation due under this section will be paid no later than the following pay cycle after the member's last official paycheck.**

b) Should a Local 810 member be terminated for a "Serious Infraction", **they** will *not be paid* for **their** unused and accrued vacation time. A serious infraction is defined as a) use of alcohol or a controlled substance on University property; b) theft of property; c) fighting/assault or threatening or committing acts of intimidation or violence; and d) sexual harassment of students.

7. A worker is entitled to two (2) weeks leave of absence without pay to participate in an armed forces program should such participation be necessary to maintain rank or standing within such organization.

8. Employees called to perform **their** duty as a juror will receive full salary providing **they** comply with the following guidelines: 1) Provide your immediate supervisor and the Human Resources Department with a copy of your notice; 2) Remit any payment you receive for jury duty from the court system to the Human Resources Department; 3) Return to work if you are released for any full or partial day from your duties as a juror; 4) Provide proof of the fulfillment of that obligation to both your supervisor and the Human Resources Department.

9. In the case of the death of an employee's spouse, parent, child, **grandparent or sibling**, the employee shall be granted a leave of absence of five days without loss of pay. In the case of the death of other members of the immediate family, an employee shall be granted a leave of absence of three days without loss of pay.

For purposes of this agreement, immediate family includes mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, **aunt, uncle, niece, nephew, or domestic partner.**

The purpose of bereavement time is for the employee to grieve the loss of a close family member, prepare for and attend a funeral, and/or attend to any other immediate post-death matters such as handling wills and estates. Unless there are unusual, documented circumstances, such as a pandemic or a catastrophic event, bereavement time must be used within 90 days of the death. Upon request, the employee must forward a copy of the death certificate to HR.

10. The University may grant a leave of absence without pay, if, in the opinion of the University, such a leave would serve the best interests of the University, except that such leave will be granted to extend a vacation period only in a most exceptional situation. Failure to return to work at the end of an approved leave of absence will be considered to be a resignation.

ARTICLE 20. HOLIDAYS

1. The days noted below have been designated as holidays. Employees will be excused with pay on these days, except as indicated in Paragraphs 2, 3 and 4:

New Year's Eve	Columbus Day
New Year's Day	Labor Day
Martin Luther King Jr.	Presidential Elections
Presidents Day	Wednesday before
Holy Thursday	Thanksgiving
Good Friday	Thanksgiving Day
Easter Monday	Day after Thanksgiving
Memorial Day	Christmas Eve
Juneteenth (June 19 th)	Christmas Day
Independence Day	

Local 810 members who are Veterans and were honorably discharged (members would need to present relevant paperwork in HR) are entitled to have Veteran's Day as a paid day off in recognition of their service.

After the completion of six months of service, four (4) personal days will be granted in each calendar year.

In addition to the above holidays employees shall receive additional recess days between the day following the observance of Christmas Day through the day preceding the observance of New Year's Eve without loss of pay.

2. When a holiday falls on Saturday, it will be celebrated on the preceding Friday, provided the University is officially closed on that Friday; when a holiday falls on Sunday, it will be celebrated on the following Monday, provided

the University is officially closed on that Monday. Employees will not receive extra pay for a holiday which falls on Saturday or Sunday and is not celebrated on the preceding Friday or the following Monday.

3. Employees who are regularly scheduled to work on Easter Sunday will be paid at a rate of time and one-half (1.5) for hours worked.

4. Employees required to work on any of the above holidays or recess days, will be paid at the rate of time and one-half for the time worked in addition to their regular rate of pay for that day.

5. Any employee absent on the day preceding a paid holiday or the day following a paid holiday shall forfeit that paid holiday unless such absence is designated as an excused absence and/or a doctor's note is submitted by the member to substantiate **their** absence.

6. Except in cases of emergency, absences which are to be charged to personal days must be approved one week in advance. Approval can be withheld when such absences would result in the payment of premium pay for overtime work required to provide adequate staffing needs.

ARTICLE 21. SICK LEAVE

1. Sick leave may be used by an employee in accordance with the New York State Safe and Sick Leave Law. Nothing in this Section shall conflict with the employee's FMLA rights outlined under Article 22 of the CBA.

2. Inability to perform work as a result of pregnancy shall be considered as illness for the purposes of determining eligibility for the payment of sick leave. Sick leave will be paid only if the staff member continues active employment up to the time the attending physician certifies that the staff member is no longer

physically able to work and will be paid sick leave thereafter, to the extent that sick leave credits are available, for so long as the attending physician certifies that the staff member is unable to return to work because of physical disability. The date of return should coincide with the attending physician's certification that the staff member is able to return to work. The University will, however, allow a grace period beyond this certification. Such grace period will not extend beyond three (3) months from date of delivery. Any failure to return at that point will be considered a resignation.

3. Effective on the first day of the new calendar year (January 1st) all 810 staff members, who have successfully satisfied their probationary period, will be credited with twelve (12) days of sick leave.

4. At the end of each calendar year (January through December) the University will pay in the form of wages, any unused sick time accumulation according to the following criteria:

a) Staff members who have less than 60 days in the sick bank at the end of each calendar (January through December) will receive in the form of wages, any unused sick time accumulated in that year that exceeds two (2) days to a maximum of ten (10) days. The remaining accumulation of two (2) days must be added to the sick bank.

b) Staff members with more than 60 days in the sick bank will not be required to add to the sick bank. In this instance, the 10/2 rule would not apply and the staff member would be paid in the form of wages to a maximum of 12 days. In the event **their** sick bank accumulation falls below the 70-day threshold, then **they** will be required to add to the sick leave bank until that 70-day threshold is satisfied.

5. In addition to the required two (2) day accumulation, the staff member has the option of

adding additional accumulations in that year, to the "sick leave bank" up to sixty (60) days.

6. In the event the staff member has exhausted **their** annual sick leave accumulation of twelve (12) days, **they** may access **their** sick bank for any illness that exceeds five (5) working days, with doctor's certification. In addition, should the staff member develop an illness that requires **them** to receive intermittent care, **they** may access the bank providing doctor's certification is established. In both instances, **they** must exhaust **their** current accumulation.

7. Year-end payments to those staff members hired after January 1st will be made on a pro-rata basis.

8. Absences due to disability will be charged against sick leave credits available as of the beginning date of disability, except as noted in Paragraph 5 of this section. If and when a staff member has exhausted **their** sick leave credits, further absence shall be without pay.

9. During the first ninety (90) days of employment, the first day of absence due to a disability shall be without pay; subsequent days of absence because of that disability may be charged against sick leave credits.

10. The University is entitled to have its doctor, at its expense, examine a staff member who is absent on paid sick leave. Refusal by the staff member to allow said doctor to examine **them** under such circumstances may be deemed cause for dismissal.

11. Any decision by the University doctor adverse to a staff member's claim of disabling sickness, which is supported by a doctor's certificate, shall be subject to the provisions of the Grievance Procedure termed "Third Step" and "Fourth Step". Where there is a dispute with the findings of the University's doctor, the Union's doctor must immediately be notified in

order that **they** may examine the staff member. If the University appointed doctor disagrees with the claim for disability, any and all salary payments will stop until a decision is rendered through arbitration.

12. The University is entitled to a signed doctor's statement in cases of illness extending beyond five (5) working days.

13. In the case of an illness or other emergency situation, it is the responsibility of the staff member to ascertain that **their** supervisor is properly notified at least one hour prior to start of **their** shift, that **they** cannot report for work. Unless proper notification is received, payment for sick leave will not be approved.

14. A staff member who has completed one full year of employment and has exhausted all sick leave credits but continues to be disabled shall be granted a leave of absence without pay and without accumulation of seniority for a period of time not to exceed two calendar months for each full year of completed service, up to a maximum of twelve months. The staff member will be considered to have resigned if **they** do not return to work by the end of the Leave of Absence. If the staff member is employed at a later date, **they** will be considered a new employee.

15. In the case of a staff member who is injured while performing **their** duties, the decision of the New York State Workers' Compensation Board as to whether the injury is compensable under the State Workers' Compensation laws, shall govern. If the injury is compensable, the University will continue base salary payments during the first six (6) weeks of absence, for those staff members with one (1) or more years of service. Those staff members with less than one full year of service will receive compensation at the rate provided for through state coverage. No staff member will be permitted two (2) leaves at full pay during any five (5) year period. If the

disability continues beyond that time, the staff member will be removed from the University pay status and placed on leave without pay until it is determined by the Workers' Compensation Board that the staff member is able to return to work on a full-time, unrestricted basis.

After the staff member has been removed from University pay status, payments from Workers' Compensation will be made directly to the staff member. University sick leave credits may not be used to supplement Workers' Compensation payments.

16. Staff members who have fifteen (15) years of service and are 55 years of age at the time they resign in good standing, die or retire from the University may receive payments at the rate of straight time for the accumulations noted in sections 4 and 5 above.

The following schedule applies:

<u>Age</u>	<u>Payout (Days)</u>
55	25
56	28
57	31
58	34
59	37
60	40
61	43
62	46
63	49
64	52
65 and over	70

In the event a Local 810 member has exceeded an accumulation of 70 days in **their** sick leave bank at the time of retirement, **they** may receive an additional straight time payout of up to seven (7) days.

In all cases, the staff member MUST have the stipulated accumulation before **they** are eligible for payment.

In the event of the death of any "vested" staff member, the payout will be made to **their**

beneficiary.

ARTICLE 22. FAMILY MEDICAL LEAVE

For those employed by the University for at least 12 months, and for 1250 hours during the previous 12-month period, the University will grant an unpaid leave of up to 12 weeks during any 12-month period for one or more of the following reasons:

- To care for newborn child;
- To care for a newly adopted or foster care child;
- To care for a seriously ill spouse, parent, a child who is under 18 years of age, or dependent 18 years of age or older and incapable of self-care because of a mental or physical disability;
- Because of a serious health condition which renders the employee unable to function in **their** position.

If both an employee and **their** spouse work for the University, they shall be entitled to an aggregate leave limited to 12 weeks for the birth or adoption of a child, or the care of a sick parent. In all other cases noted above, each will be entitled to 12 weeks of unpaid leave.

An employee is required to use all accrued vacation and sick time during family and medical leave. The combination of such accrued vacation, sick time and family and medical leave shall not exceed 12 weeks.

ARTICLE 23. HEALTH REQUIREMENTS

The University, at its' expense, may require a staff member to submit to a physical examination.

ARTICLE 24. LATENESS

Time lost by lateness will be computed cumulatively during the weekly pay period as follows:

8 to 22 minutes	-	$\frac{1}{4}$	hour deduction
23 to 37 minutes	-	$\frac{1}{2}$	hour deduction
38 to 52 minutes	-	$\frac{3}{4}$	hour deduction

ARTICLE 25. INSURANCE, MEDICAL, LONG TERM DISABILITY AND RETIREMENT BENEFIT

1. Upon retirement, defined as age sixty-two (62) **and the completion of** ten (10) years of service, full-time employees will receive \$7,500 life insurance coverage, paid by the University, between age 62 and 70. At age 70 **or over**, the coverage amount **is** \$2,000.

Part-time employees who work more than twenty (20) hours per week, with the same age and service requirements, will receive \$5,000 and \$1,000 respectively.

2. The full cost of the New York State Disability Insurance will be paid by the University.

3. The University has provided a retirement program since July 1, 1979. **All covered employees, including new hires, are eligible to make voluntary contributions as soon as administratively feasible following their service date.**

4. The University will make the following University contributions on behalf of covered employees who have completed two (2) years of continuous service:

<u>University Contributions as a Percentage of Compensation</u>	
<u>Years of Service</u>	<u>University Contribution</u>
Between two (2) and five (5)	5.00%
Five (5) or more	6.00%

5. In addition to Section 4, if an employee who has completed two (2) years of continuous service makes the minimum pre-tax elective deferral shown below, the University will make the following matching contributions on behalf of the covered employee:

<u>Matching Contributions as a Percentage of Compensation</u>	
<u>Elective Deferral</u>	<u>Matching Contribution</u>
.5%	.5%
1.00%	1.00%
1.25%	1.25%
1.50%	1.50%
2.00%	2.00%
3.00%	3.00%
Eff. September 2021 (as soon as administratively possible) - 3.50%	Eff. September 2021 (as soon as administratively possible) - 3.50%
Eff. 7/1/24 - 4.00%	Eff. 7/1/24 - 4.00%

6. In the event a staff member becomes totally disabled, such disability to be confirmed by meeting the Social Security measurement standard, **they** will be compensated at the rate of 60% of the monthly salary (to be capped at \$7,000 per month) in effect at the time of disability. The formula to arrive at the monthly benefit is as follows:

60% of the current monthly salary in effect at the time of the disability, less any Social Security disability payments, Workers' Compensation payments or any other law which provides compensation for an occupational injury or sickness or any other group plan provided by the employer.

Please note: Your Social Security benefit is adjusted annually and Workers' Compensation periodically. When there is a change in your benefit, Fordham University's Human Resources Department should be notified so that that your benefit can be recalculated. At no time can your total Long-Term Disability benefit exceed 60% of the monthly salary in effect at the time of disability.

During the period of disability, payments to the 403(b) retirement plan will continue at the rate in effect at the time of disability. **Fordham 403(b) Retirement Plan** contributions will be based upon the monthly salary in effect at the time of disability, prior to any offsets. Increases in the monthly amount paid by the University and in the amount paid to the 403(b) retirement plan will increase by 3% yearly (on top of previous year's rate) on the anniversary of the date of disability.

7. All full-time Local 810 members who retire at age 62 with ten (10) years of service are eligible to participate in medical coverage at group rates through a designated University carrier. This coverage will remain in effect until age 65, after which time Medicare will become the primary insurer. Employees who elect to continue coverage through the University after age 65 will then be eligible to participate in a secondary

Medi-gap program or HMO designated by the University. Local 810 members are responsible for the entire premium(s) in effect, subject to premium increases. **Payments will be made monthly through the University third party vendor.**

8. In the case of all employees participating in the Equitable Plan as of June 30, 1979, all earned benefits in that plan as of that date are fully vested in the employee regardless of the length of service.

9. The University shall pay monthly on or before the 10th day of each month to the Local 810 Welfare Fund for all employees covered by this agreement (including employees during the first six (6) months of any illness or their replacement), a stipulated sum arrived at through contract negotiations.

The health and welfare monthly premium and percentage increase in each of the five (5) years of the contract is as follows:

July 1, 2021:	\$1,205.00	0% increase
July 1, 2022:	\$1,253.20	4% increase
July 1, 2023:	\$1,253.20	0% increase
July 1, 2024:	\$1,303.32	4% increase
July 1, 2025:	\$1,355.46	4% increase

The University agrees to furnish a statement with each payment showing the employees covered and such information as may be required by the Welfare Fund to guarantee the sound and efficient operation of the fund.

10. a) Effective September 1, 2015 Local 810 members hired after July 1, 2012 will be required to pay a 10% cost-share of the medical premium in effect for that year. Health and Welfare Fund cost share contributions will be deducted on a bi-weekly basis.

b) As of July 1, 2019, all employees hired before June 30, 2012 will be required to pay a 5% cost-share to the medical premium. Health and Welfare Fund cost share contributions will be deducted on a bi-weekly basis.

11. The contributions shall be used by the Union for benefits for said employees and their dependents as shall be determined by the Union without limitations of authority. The contributions shall be held and managed under the terms and provisions of an Agreement and Declaration of Trust as amended, the original of which is on file in the office of said Welfare Fund, and all amendments made thereto from time to time. The parties hereto hereby confirm and approve the composition and membership of the Board of Trustees of such Welfare Fund as now and hereafter constituted.

12. The Union, or the Welfare Fund, in the name of its Chairman, may intervene in any proceedings at law, in arbitration, in equity, bankruptcy or assignment for purpose of effectuating the collection of any sums due from the University.

13. The University shall make prompt payments in full to the Welfare Fund. Failure to make such monthly payments by the above mentioned dates shall constitute a material breach of this Agreement and upon written notice to the University, the Union, notwithstanding anything to the contrary contained in this Agreement, shall have the right to take such action as the Union deems necessary, including the right to strike and remove the employees from the University until the full amount owed to the Fund is paid and also pays the employees who are on strike for all time lost during such strike, and the University shall be responsible to the Fund and the employees for all losses resulting from such delinquencies.

14. In the event a dispute arises in connection with the failure of the University to make the required payments to the funds provided

for in this Agreement, and in the event the Union submits the matter to arbitration, and if the arbitrator sustains the Union's position, his decision shall contain a directive that the University pay all collection expenses, including court costs, if any, and interest at the then-current rates, also the full cost of the arbitration and also reasonable attorney's fees for any attorney representing the Union in connection with the arbitration and court proceedings.

15. The Union and/or the Welfare Fund shall have the right to examine all records of the University pertaining to the University's payment to the Welfare Fund.

16. The Union will instruct its Trustees on the Local 810 Welfare Fund Board to amend the Welfare Plan to reduce the participating companies' contribution for new employees to "in the month the employee becomes eligible for health benefits" from the existing policy of requiring two months advance contributions during the life of this Collective Bargaining Agreement.

17. *FLEXIBLE SPENDING ACCOUNT (FSA)*- The University will offer to all Local 810 members the IRS Code Section 125, Flexible Spending Account (FSA). The FSA is a benefit that enables employees to use pre-tax dollars for certain health care (medical and dental expenses) and dependent/child care expenses. Each fall members may elect to deduct from their salary, over the course of the following calendar year, a minimum of \$120.00 to a maximum **amount as designated by the IRS** to be deposited in each of two Flexible Spending Accounts; One for Health Care and second for Dependent or Child care. During the year, members may use these funds deposited in their FSA account to receive reimbursement for eligible expenses. Any unused portion of the contributions which remain after the year ends will be forfeited per IRS regulations.

ARTICLE 26. TUITION GRANTS

1. Members of the Union, employed on a full-time basis, who are covered by the Agreement, have completed one full year of service and are academically qualified will be given a tuition grant equivalent to not more than ten credits per semester, fall or spring, and a total of not more than twenty-four credits per academic year (defined for this purpose as the period from the beginning of a summer session to the end of the Spring semester). An employee may carry over an unused entitlement of up to but never to exceed four credits into the following academic year's summer session.

Members of the Union, employed on a part-time basis, who are covered by this Agreement, have completed one full year of service and are academically qualified will be given a tuition grant equivalent to not more than twelve credits per school year. Not more than six credits may be used in any one semester. Unused credits may not be carried over from one academic year to the next.

A one-half tuition grant in Fordham University's Undergraduate programs will be made available to the spouse and dependent children of part-time employees who have completed 10 years of service under the terms and conditions outlined below for dependent children.

Application for this grant is to be made through the appropriate Department Head to be forwarded for consideration of the **Office of Human Resources Management** for approval.

The grants are made under these conditions:

A. Grants are for tuition only; they do not include other fees.

B. Grants can be used in any school of the University.

C. No grants are made for make-up courses nor for any courses which must be repeated because of failure.

D. Tuition grants are valid only for the period of employment after completion of the original probationary period. An employee whose employment begins after the beginning of a school term or terminates prior to the ending of a school term is eligible only for a proportional part of a tuition grant, depending on the period of service.

E. Those employees who are NY State residents and who enroll as full or part-time students, and are eligible for remission, are required to apply for New York State TAP awards. The amount of their University scholarship will be the tuition remission for which they are eligible less the proportionate amount of the TAP award received based on the total number of credits taken.

All educational awards from any source will be regarded as tuition awards reducing tuition remission, unless documentation to the contrary is provided by the grantor.

F. It is understood that any courses taken will be outside the regular work schedule of the employee.

2. A one-half tuition grant will be made to the spouse and dependent children of full-time employees, who have completed one year of service under these conditions:

A. Dependent children will be classified as

1. Full-time students under the age of 24

or

2. Children over 24 earning less than \$2,450 for whom the taxpayer provides more than one-half support.

B. Grants are for tuition only; they do not include other fees.

C. Grants can be used in any undergraduate school of the University and in Fordham Preparatory School.

D. Grants are made only to students who meet the admission requirements and maintain the academic level required in the school they wish to attend.

E. The University retains the right to terminate any and all grants for serious academic or disciplinary reasons.

F. Those spouses and dependent children (as determined by IRS guidelines) (see Section 2 A) who are NY State Residents and who enroll as full or part-time students, and are eligible for remission, are required to apply for New York State TAP awards. The amount of their University Scholarship will be the tuition remission for which they are eligible less the proportionate amount of the TAP award received based on the total number of credits taken.

All educational awards from any source will be regarded as tuition awards reducing Tuition Remission, unless documentation to the contrary is provided by the Grantor.

3. A full tuition grant will be made to the spouse and dependent children of full-time employees with five (5) or more years of service at the University, under the same conditions as noted in Section 2, except that a full tuition grant can be used only in an undergraduate School of the University.

A full tuition remission payment for one course per semester, not to include other fees, in a graduate school of the University will be made to spouses of full-time employees with less than two years of service.

A 1/2 tuition grant, not to include fees, in a graduate school of the University will be made to spouses of full-time employees with more than two years of service.

All tuition grants are subject to conditions outlined in Section 2.

4. **Dependent children (defined by IRS standards) of Members who are under the age of 30 will be eligible for tuition remission in the graduate program. A one-half tuition grant will be made to the dependent children of employees with 10 or more years of service at the University, to be used in any graduate school programs of the University.**

5. To be eligible for tuition remission, the employee must submit a request form and all related paperwork to the **Office of Human Resources Management** no later than two days after the official registration period is completed. The University may deny tuition remission benefits to an employee violating the rules and policies of the program.

6. **Dependent children of staff members with 10 or more years of service, wherein such staff member becomes totally disabled or dies during their employment with the University, are eligible to receive four (4) years of tuition remission benefits towards the completion of an undergraduate degree when they reach college age (between the ages of 17 and 25).**

To be eligible for tuition remission, the employee or eligible dependent must submit a request form and all supporting paperwork including but not limited to, proof of eligible dependency, proof of long term disability substantiating total disability, death certificate, etc. to the Human Resources Department no later than two days after the official registration period is completed. The University may deny tuition remission benefits to an employee violating the rules and policies of the program.

a) Local 810 members shall have the right to participate in a tuition remission exchange program called FACHEX with all the rights and restrictions as currently offered to Administrators.

b) Local 810 members shall have the right to participate in the Tuition Exchange Program with all the rights and restrictions offered to Administrators.

7. Fordham will pay 50% of the cost of tuition for trade school courses which will be beneficial to both the employee and the University. Courses must be pre-approved by the department Director and the **Office of Human Resources Management**.

Local 810 members who avail themselves of this benefit, must continue **their** employment with the University for one full year from the date of the completion of the course(s). Should a member terminate **their** employment with the University prior to the one-year requirement, **they** must reimburse the University for all tuition monies received.

ARTICLE 27. GRIEVANCE PROCEDURE

All controversies arising under and by reason of any term of this contract or any other terms or conditions of employment shall be subject to the following grievance procedure:

FIRST STEP: All grievances regarding workers will be discussed between the Unit Steward and the worker's immediate supervisor. If no settlement is reached in such discussion, the Unit Steward shall, within three (3) working days after the initial discussion, proceed to the second step.

SECOND STEP: All grievances at this step must be presented in writing within ten (10)

business days after the original incident causing the grievance by the aggrieved party. The aggrieved party must be served with a written answer within seven (7) business days of delivery of the written grievance.

a) An appeal by either party to the next step must be made within three (3) working days of the receipt of such answer.

b) All grievances arising out of any classification on the campus will be handled at this step, on the Union's part by the Grievance Representative and on the University's part by the Physical Plant Administrator or any person designated by the University.

THIRD STEP: All grievances at this step must be presented in writing by the aggrieved party. The aggrieved party must be served with a written answer within seven (7) business days of delivery of the written grievance. All appeals from prior decisions will be handled at this step, on the Union's part by the Business Representative, or any representative appointed by him, and on the University's part by **a representative from the Office of Human Resources Management.**

FOURTH STEP: No satisfactory settlement having been reached in the "Third Step", either party may, within ten (10) business days of receipt of the written answer, submit the case to arbitration.

a) If the University and the Union can agree on an individual to act as an arbiter within ten (10) business days, the case shall be submitted to such person and the arbitration conducted on Local 810 premises. Otherwise, arbitration will be conducted pursuant to the rules of the American Arbitration Association then in effect. The decision arrived at will be binding on both the University and the Union.

b) The cost of arbitration shall be shared equally by the University and the Union.

ARTICLE 28. MISCELLANEOUS

1. The University agrees to offer a Transit Check provision consistent with all other classifications of employees within the University.

2. The University agrees to offer Local 810 members Parking fee capped for the first three years of the contract. For year 4 and year 5 the increase will not be more than 5% of the prior year rates.

3. A separate Female Locker room shall be created, with lockers, working toilet and shower facilities be made available as soon as possible, to female members working in the trades.

4. The new Boiler Plant shall include employee locker rooms, showers and changing areas for male and female employees. New Boiler Plant shall also include a lunch/breakroom with kitchenette. The kitchenette is defined as a space with a sink, a refrigerator and a microwave.

ARTICLE 29. MANAGEMENT RIGHTS

1. The right and power to select and hire all employees; to suspend, discipline, demote or discharge them for reasonable cause; to promote to supervisory or other positions; to assign, supervise and direct all working forces; to maintain discipline and efficiency among them and to exercise the other customary functions of the management for carrying on the business and operations are recognized as vested exclusively in the University. Such rights and powers shall not be exercised so as to violate any provisions of this contract.

2. No rule, procedure or practice of the University shall be contrary to any provision of this Contract.

3. The Union will not hold meetings on

University time.

ARTICLE 30. NO-STRIKE CLAUSE

1. During the term of this Agreement, neither the Union nor any employee shall approve, enjoin, or participate in any strike, slowdown or other concerted stoppage of work upon the property of the University or directly involving the operations of the University; nor shall the University conduct a lockout against the Union or the employees. Employees violating the terms of this paragraph shall be subject to dismissal.

2. The University recognizes the right of the Union to designate Unit Stewards and Grievance Representatives. The authority of Unit Stewards and Grievance Representatives so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

a) The investigation and presentation of a grievance in accordance with the provisions of the collective bargaining agreement;

b) The collection of dues when authorized by appropriate Local Union action;

c) The transmission of such messages and information as shall originate with, and are authorized by the Local Union or its officers, provided such messages and information

1) have been reduced to writing, or

2) if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusal to handle goods, or any other interference with the University's business.

3. Unit Stewards and Grievance Representatives have no authority to take strike action, or any other action interrupting the University's business, except as authorized by official action of the Union.

4. The University recognizes these limitations upon the authority of Unit Stewards and Grievance Representatives, and shall not hold the Union liable for any unauthorized acts. The University, in so recognizing such limitations, shall have the authority to impose proper discipline, including discharge, in the event the Unit Stewards or the Grievance Representatives have taken unauthorized strike action, slowdown, or work stoppage in violation of this Agreement.

5. With the approval of their supervisor, Grievance Representatives shall be permitted to investigate, present and process grievances on or off the property of the University, without loss of time or pay. Such time spent in handling grievances shall be considered working hours in computing daily and/or weekly overtime.

6. There shall be no discrimination against shop stewards or any other workers because of their activities in the Union.

ARTICLE 31. NOTICE OF TERMINATION OF CONTRACT AND NEGOTIATIONS

1. This Agreement is effective as of **July 1, 2021 and shall remain in force through June 30, 2026** and from year to year thereafter, provided, however, that should either party desire to terminate this Agreement or modify any of the terms thereof at the end of any such period, it shall notify the other party in writing not less than ninety (90) days prior to the end of such period.

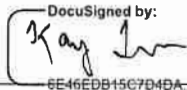
2. Negotiations upon such proposed modifications of the terms of this Agreement shall begin not later than ninety (90) days prior to the end of such period, and shall continue until agreement is reached, or until this Agreement has been terminated on twenty (20) days notice as hereinafter set forth. During said negotiations, this Agreement shall remain in full force and effect, except during such negotiations

subsequent to the end of such period, either party, on twenty (20) days written notice to the other party, may terminate this Agreement. If negotiations result in changes in wages, such wages shall be retroactive to the expiration date of said contract with respect to which notice was given.

3. Any lawful regulation which is or may be superimposed by any government authority shall supersede the terms and provisions of this Agreement.

In WITNESS WHEREOF, the parties have hereunto set their hands on the dates indicated below. The terms of which modifications shall be retroactive to **July 1, 2021**.

Fordham University:

DocuSigned by:


Kay S. Turner,
Vice President of Human Resources

Date: 11/11/2021

Local 810 - International Brotherhood of Teamsters:



Michael C. Smith,
President

Date: 11/11/21

	FY22		FY23		FY24		FY25		FY26	
Electrician (L)	\$ 61.58	\$ 4,926.40	\$ 63.43	\$ 5,074.40	\$ 65.49	\$ 5,239.20	\$ 67.45	\$ 5,396.00	\$ 69.64	\$ 5,571.20
80% rate	\$ 49.26	\$ 3,940.80	\$ 50.74	\$ 4,059.20	\$ 52.39	\$ 4,191.20	\$ 53.96	\$ 4,316.80	\$ 55.71	\$ 4,456.80
Plumber (L)	\$ 61.58	\$ 4,926.40	\$ 63.43	\$ 5,074.40	\$ 65.49	\$ 5,239.20	\$ 67.45	\$ 5,396.00	\$ 69.64	\$ 5,571.20
80% rate	\$ 49.26	\$ 3,940.80	\$ 50.74	\$ 4,059.20	\$ 52.39	\$ 4,191.20	\$ 53.96	\$ 4,316.80	\$ 55.71	\$ 4,456.80
Steam-Refrigeration Eng (L)	\$ 61.58	\$ 4,926.40	\$ 63.43	\$ 5,074.40	\$ 65.49	\$ 5,239.20	\$ 67.45	\$ 5,396.00	\$ 69.64	\$ 5,571.20
80% rate	\$ 49.26	\$ 3,940.80	\$ 50.74	\$ 4,059.20	\$ 52.39	\$ 4,191.20	\$ 53.96	\$ 4,316.80	\$ 55.71	\$ 4,456.80
General Foreperson/Plumber (L)	\$ 61.58	\$ 4,926.40	\$ 63.43	\$ 5,074.40	\$ 65.49	\$ 5,239.20	\$ 67.45	\$ 5,396.00	\$ 69.64	\$ 5,571.20
80% rate	\$ 49.26	\$ 3,940.80	\$ 50.74	\$ 4,059.20	\$ 52.39	\$ 4,191.20	\$ 53.96	\$ 4,316.80	\$ 55.71	\$ 4,456.80
General Foreperson/Steam-Refrigeration Eng (L)	\$ 61.58	\$ 4,926.40	\$ 63.43	\$ 5,074.40	\$ 65.49	\$ 5,239.20	\$ 67.45	\$ 5,396.00	\$ 69.64	\$ 5,571.20
80% rate	\$ 49.26	\$ 3,940.80	\$ 50.74	\$ 4,059.20	\$ 52.39	\$ 4,191.20	\$ 53.96	\$ 4,316.80	\$ 55.71	\$ 4,456.80
General Foreperson/Carpenter	\$ 61.58	\$ 4,926.40	\$ 63.43	\$ 5,074.40	\$ 65.49	\$ 5,239.20	\$ 67.45	\$ 5,396.00	\$ 69.64	\$ 5,571.20
80% rate	\$ 49.26	\$ 3,940.80	\$ 50.74	\$ 4,059.20	\$ 52.39	\$ 4,191.20	\$ 53.96	\$ 4,316.80	\$ 55.71	\$ 4,456.80
Foreperson 1	\$ 51.80	\$ 4,144.00	\$ 53.35	\$ 4,268.00	\$ 55.08	\$ 4,406.40	\$ 56.73	\$ 4,538.40	\$ 58.57	\$ 4,685.60
80% rate	\$ 41.44	\$ 3,315.20	\$ 42.68	\$ 3,414.40	\$ 44.06	\$ 3,524.80	\$ 45.38	\$ 3,630.40	\$ 46.86	\$ 3,748.80
Foreperson Main Dept.	\$ 50.33	\$ 4,026.40	\$ 51.84	\$ 4,147.20	\$ 53.52	\$ 4,281.60	\$ 55.13	\$ 4,410.40	\$ 56.92	\$ 4,553.60
80% rate	\$ 40.26	\$ 3,220.80	\$ 41.47	\$ 3,317.60	\$ 42.82	\$ 3,425.60	\$ 44.10	\$ 3,528.00	\$ 45.54	\$ 3,643.20
Steam Refrig Eng Apprentice	\$ 49.79	\$ 3,983.20	\$ 51.28	\$ 4,102.40	\$ 52.95	\$ 4,236.00	\$ 54.54	\$ 4,363.20	\$ 56.31	\$ 4,504.80
80% rate	\$ 39.83	\$ 3,186.40	\$ 41.02	\$ 3,281.60	\$ 42.36	\$ 3,388.80	\$ 43.63	\$ 3,490.40	\$ 45.05	\$ 3,604.00
Electrician (2)	\$ 48.43	\$ 3,874.40	\$ 49.88	\$ 3,990.40	\$ 51.50	\$ 4,120.00	\$ 53.05	\$ 4,244.00	\$ 54.77	\$ 4,381.60
80% rate	\$ 38.74	\$ 3,099.20	\$ 39.90	\$ 3,192.00	\$ 41.20	\$ 3,296.00	\$ 42.44	\$ 3,395.20	\$ 43.82	\$ 3,505.60
Locksmith (L)	\$ 48.43	\$ 3,874.40	\$ 49.88	\$ 3,990.40	\$ 51.50	\$ 4,120.00	\$ 53.05	\$ 4,244.00	\$ 54.77	\$ 4,381.60
80% rate	\$ 38.74	\$ 3,099.20	\$ 39.90	\$ 3,192.00	\$ 41.20	\$ 3,296.00	\$ 42.44	\$ 3,395.20	\$ 43.82	\$ 3,505.60
Plumber	\$ 48.43	\$ 3,874.40	\$ 49.88	\$ 3,990.40	\$ 51.50	\$ 4,120.00	\$ 53.05	\$ 4,244.00	\$ 54.77	\$ 4,381.60
80% rate	\$ 38.74	\$ 3,099.20	\$ 39.90	\$ 3,192.00	\$ 41.20	\$ 3,296.00	\$ 42.44	\$ 3,395.20	\$ 43.82	\$ 3,505.60
Refrigerator Engineer (L)	\$ 48.43	\$ 3,874.40	\$ 49.88	\$ 3,990.40	\$ 51.50	\$ 4,120.00	\$ 53.05	\$ 4,244.00	\$ 54.77	\$ 4,381.60
80% rate	\$ 38.74	\$ 3,099.20	\$ 39.90	\$ 3,192.00	\$ 41.20	\$ 3,296.00	\$ 42.44	\$ 3,395.20	\$ 43.82	\$ 3,505.60
Temperature Control Mechanic	\$ 48.43	\$ 3,874.40	\$ 49.88	\$ 3,990.40	\$ 51.50	\$ 4,120.00	\$ 53.05	\$ 4,244.00	\$ 54.77	\$ 4,381.60
80% rate	\$ 38.74	\$ 3,099.20	\$ 39.90	\$ 3,192.00	\$ 41.20	\$ 3,296.00	\$ 42.44	\$ 3,395.20	\$ 43.82	\$ 3,505.60
Lead Carpenter	\$ 46.06	\$ 3,684.80	\$ 47.44	\$ 3,795.20	\$ 48.98	\$ 3,918.40	\$ 50.45	\$ 4,036.00	\$ 52.09	\$ 4,167.20
80% rate	\$ 36.85	\$ 2,948.00	\$ 37.95	\$ 3,036.00	\$ 39.18	\$ 3,134.40	\$ 40.36	\$ 3,228.80	\$ 41.67	\$ 3,333.60
Locksmith	\$ 44.81	\$ 3,584.80	\$ 46.15	\$ 3,692.00	\$ 47.65	\$ 3,812.00	\$ 49.08	\$ 3,926.40	\$ 50.68	\$ 4,054.40
80% rate	\$ 35.85	\$ 2,868.00	\$ 36.92	\$ 2,953.60	\$ 38.12	\$ 3,049.60	\$ 39.26	\$ 3,140.80	\$ 40.54	\$ 3,243.20
Locksmith/Carpenter	\$ 43.72	\$ 3,497.60	\$ 45.03	\$ 3,602.40	\$ 46.49	\$ 3,719.20	\$ 47.88	\$ 3,830.40	\$ 49.44	\$ 3,955.20
80% rate	\$ 34.98	\$ 2,798.40	\$ 36.02	\$ 2,881.60	\$ 37.19	\$ 2,975.20	\$ 38.30	\$ 3,064.00	\$ 39.55	\$ 3,164.00
Foreperson Grounds	\$ 41.01	\$ 3,280.80	\$ 42.24	\$ 3,379.20	\$ 43.61	\$ 3,488.80	\$ 44.92	\$ 3,593.60	\$ 46.38	\$ 3,710.40
80% rate	\$ 32.81	\$ 2,624.80	\$ 33.79	\$ 2,703.20	\$ 34.89	\$ 2,791.20	\$ 35.94	\$ 2,875.20	\$ 37.10	\$ 2,968.00
Auto Mechanic	\$ 41.00	\$ 3,280.00	\$ 42.23	\$ 3,378.40	\$ 43.60	\$ 3,488.00	\$ 44.91	\$ 3,592.80	\$ 46.37	\$ 3,709.60
80% rate	\$ 32.80	\$ 2,624.00	\$ 33.78	\$ 2,702.40	\$ 34.88	\$ 2,790.40	\$ 35.93	\$ 2,874.40	\$ 37.10	\$ 2,968.00
Carpenter 1st Class	\$ 41.00	\$ 3,280.00	\$ 42.23	\$ 3,378.40	\$ 43.60	\$ 3,488.00	\$ 44.91	\$ 3,592.80	\$ 46.37	\$ 3,709.60
80% rate	\$ 32.80	\$ 2,624.00	\$ 33.78	\$ 2,702.40	\$ 34.88	\$ 2,790.40	\$ 35.93	\$ 2,874.40	\$ 37.10	\$ 2,968.00
Gardener	\$ 41.00	\$ 3,280.00	\$ 42.23	\$ 3,378.40	\$ 43.60	\$ 3,488.00	\$ 44.91	\$ 3,592.80	\$ 46.37	\$ 3,709.60
80% rate	\$ 32.80	\$ 2,624.00	\$ 33.78	\$ 2,702.40	\$ 34.88	\$ 2,790.40	\$ 35.93	\$ 2,874.40	\$ 37.10	\$ 2,968.00
Mechanic First Class	\$ 41.00	\$ 3,280.00	\$ 42.23	\$ 3,378.40	\$ 43.60	\$ 3,488.00	\$ 44.91	\$ 3,592.80	\$ 46.37	\$ 3,709.60
80% rate	\$ 32.80	\$ 2,624.00	\$ 33.78	\$ 2,702.40	\$ 34.88	\$ 2,790.40	\$ 35.93	\$ 2,874.40	\$ 37.10	\$ 2,968.00
Refrig. Engineer Apprentice	\$ 40.72	\$ 3,257.60	\$ 41.94	\$ 3,355.20	\$ 43.30	\$ 3,464.00	\$ 44.60	\$ 3,568.00	\$ 46.05	\$ 3,684.00
80% rate	\$ 32.58	\$ 2,606.40	\$ 33.55	\$ 2,684.00	\$ 34.64	\$ 2,771.20	\$ 35.68	\$ 2,854.40	\$ 36.84	\$ 2,947.20

	FY22		FY23		FY24		FY25		FY26	
Foreperson 2	\$ 38.85	\$ 3,108.00	\$ 40.02	\$ 3,201.60	\$ 41.32	\$ 3,305.60	\$ 42.56	\$ 3,404.80	\$ 43.94	\$ 3,515.20
80% rate	\$ 31.08	\$ 2,486.40	\$ 32.02	\$ 2,561.60	\$ 33.06	\$ 2,644.80	\$ 34.05	\$ 2,724.00	\$ 35.15	\$ 2,812.00
Electrician (3)	\$ 38.47	\$ 3,077.60	\$ 39.62	\$ 3,169.60	\$ 40.91	\$ 3,272.80	\$ 42.14	\$ 3,371.20	\$ 43.51	\$ 3,480.80
80% rate	\$ 30.78	\$ 2,462.40	\$ 31.70	\$ 2,536.00	\$ 32.73	\$ 2,618.40	\$ 33.71	\$ 2,696.80	\$ 34.81	\$ 2,784.80
Driver (Sanitation Truck)	\$ 38.12	\$ 3,049.60	\$ 39.26	\$ 3,140.80	\$ 40.54	\$ 3,243.20	\$ 41.76	\$ 3,340.80	\$ 43.12	\$ 3,449.60
80% rate	\$ 30.50	\$ 2,440.00	\$ 31.41	\$ 2,512.80	\$ 32.43	\$ 2,594.40	\$ 33.41	\$ 2,672.80	\$ 34.50	\$ 2,760.00
Information Guard ¹	\$ 37.25	\$ 2,980.00	\$ 38.35	\$ 3,068.00	\$ 39.57	\$ 3,165.60	\$ 40.73	\$ 3,258.40	\$ 42.03	\$ 3,362.40
80% rate	\$ 29.80	\$ 2,384.00	\$ 30.68	\$ 2,454.40	\$ 31.66	\$ 2,532.80	\$ 32.58	\$ 2,606.40	\$ 33.62	\$ 2,689.60
Carpenter	\$ 36.32	\$ 2,905.60	\$ 37.41	\$ 2,992.80	\$ 38.63	\$ 3,090.40	\$ 39.79	\$ 3,183.20	\$ 41.08	\$ 3,286.40
80% rate	\$ 29.06	\$ 2,324.80	\$ 29.93	\$ 2,394.40	\$ 30.90	\$ 2,472.00	\$ 31.83	\$ 2,546.40	\$ 32.86	\$ 2,628.80
Head Post Office Clerk	\$ 36.32	\$ 2,905.60	\$ 37.41	\$ 2,992.80	\$ 38.63	\$ 3,090.40	\$ 39.79	\$ 3,183.20	\$ 41.08	\$ 3,286.40
80% rate	\$ 29.06	\$ 2,324.80	\$ 29.93	\$ 2,394.40	\$ 30.90	\$ 2,472.00	\$ 31.83	\$ 2,546.40	\$ 32.86	\$ 2,628.80
Locksmith 2nd Class	\$ 36.32	\$ 2,905.60	\$ 37.41	\$ 2,992.80	\$ 38.63	\$ 3,090.40	\$ 39.79	\$ 3,183.20	\$ 41.08	\$ 3,286.40
80% rate	\$ 29.06	\$ 2,324.80	\$ 29.93	\$ 2,394.40	\$ 30.90	\$ 2,472.00	\$ 31.83	\$ 2,546.40	\$ 32.86	\$ 2,628.80
Plumber 2nd Class	\$ 36.32	\$ 2,905.60	\$ 37.41	\$ 2,992.80	\$ 38.63	\$ 3,090.40	\$ 39.79	\$ 3,183.20	\$ 41.08	\$ 3,286.40
80% rate	\$ 29.06	\$ 2,324.80	\$ 29.93	\$ 2,394.40	\$ 30.90	\$ 2,472.00	\$ 31.83	\$ 2,546.40	\$ 32.86	\$ 2,628.80
Mechanic Second Class	\$ 36.32	\$ 2,905.60	\$ 37.41	\$ 2,992.80	\$ 38.63	\$ 3,090.40	\$ 39.79	\$ 3,183.20	\$ 41.08	\$ 3,286.40
80% rate	\$ 29.06	\$ 2,324.80	\$ 29.93	\$ 2,394.40	\$ 30.90	\$ 2,472.00	\$ 31.83	\$ 2,546.40	\$ 32.86	\$ 2,628.80
Painter	\$ 36.32	\$ 2,905.60	\$ 37.41	\$ 2,992.80	\$ 38.63	\$ 3,090.40	\$ 39.79	\$ 3,183.20	\$ 41.08	\$ 3,286.40
80% rate	\$ 29.06	\$ 2,324.80	\$ 29.93	\$ 2,394.40	\$ 30.90	\$ 2,472.00	\$ 31.83	\$ 2,546.40	\$ 32.86	\$ 2,628.80
Assistant Gardener	\$ 33.09	\$ 2,647.20	\$ 34.08	\$ 2,726.40	\$ 35.19	\$ 2,815.20	\$ 36.25	\$ 2,900.00	\$ 37.43	\$ 2,994.40
80% rate	\$ 26.47	\$ 2,117.60	\$ 27.26	\$ 2,180.80	\$ 28.15	\$ 2,252.00	\$ 29.00	\$ 2,320.00	\$ 29.94	\$ 2,395.20
Driver	\$ 33.09	\$ 2,647.20	\$ 34.08	\$ 2,726.40	\$ 35.19	\$ 2,815.20	\$ 36.25	\$ 2,900.00	\$ 37.43	\$ 2,994.40
80% rate	\$ 26.47	\$ 2,117.60	\$ 27.26	\$ 2,180.80	\$ 28.15	\$ 2,252.00	\$ 29.00	\$ 2,320.00	\$ 29.94	\$ 2,395.20
Mechanic	\$ 33.09	\$ 2,647.20	\$ 34.08	\$ 2,726.40	\$ 35.19	\$ 2,815.20	\$ 36.25	\$ 2,900.00	\$ 37.43	\$ 2,994.40
80% rate	\$ 26.47	\$ 2,117.60	\$ 27.26	\$ 2,180.80	\$ 28.15	\$ 2,252.00	\$ 29.00	\$ 2,320.00	\$ 29.94	\$ 2,395.20
Site Foreperson	\$ 31.85	\$ 2,548.00	\$ 32.81	\$ 2,624.80	\$ 33.88	\$ 2,710.40	\$ 34.90	\$ 2,792.00	\$ 36.03	\$ 2,882.40
80% rate	\$ 25.48	\$ 2,038.40	\$ 26.25	\$ 2,100.00	\$ 27.10	\$ 2,168.00	\$ 27.92	\$ 2,233.60	\$ 28.82	\$ 2,305.60
Lead Post Office Clerk	\$ 31.34	\$ 2,507.20	\$ 32.28	\$ 2,582.40	\$ 33.33	\$ 2,666.40	\$ 34.33	\$ 2,746.40	\$ 35.45	\$ 2,836.00
80% rate	\$ 25.07	\$ 2,005.60	\$ 25.82	\$ 2,065.60	\$ 26.66	\$ 2,132.80	\$ 27.46	\$ 2,196.80	\$ 28.36	\$ 2,268.80
Equipment Manager	\$ 30.98	\$ 2,478.40	\$ 31.91	\$ 2,552.80	\$ 32.95	\$ 2,636.00	\$ 33.94	\$ 2,715.20	\$ 35.04	\$ 2,803.20
80% rate	\$ 24.78	\$ 1,982.40	\$ 25.53	\$ 2,042.40	\$ 26.36	\$ 2,108.80	\$ 27.15	\$ 2,172.00	\$ 28.03	\$ 2,242.40
Groundsperson	\$ 30.98	\$ 2,478.40	\$ 31.91	\$ 2,552.80	\$ 32.95	\$ 2,636.00	\$ 33.94	\$ 2,715.20	\$ 35.04	\$ 2,803.20
80% rate	\$ 24.78	\$ 1,982.40	\$ 25.53	\$ 2,042.40	\$ 26.36	\$ 2,108.80	\$ 27.15	\$ 2,172.00	\$ 28.03	\$ 2,242.40
Operations Person	\$ 30.98	\$ 2,478.40	\$ 31.91	\$ 2,552.80	\$ 32.95	\$ 2,636.00	\$ 33.94	\$ 2,715.20	\$ 35.04	\$ 2,803.20
80% rate	\$ 24.78	\$ 1,982.40	\$ 25.53	\$ 2,042.40	\$ 26.36	\$ 2,108.80	\$ 27.15	\$ 2,172.00	\$ 28.03	\$ 2,242.40
Mechanic Helper	\$ 29.37	\$ 2,349.60	\$ 30.25	\$ 2,420.00	\$ 31.23	\$ 2,498.40	\$ 32.17	\$ 2,573.60	\$ 33.22	\$ 2,657.60
80% rate	\$ 23.50	\$ 1,880.00	\$ 24.20	\$ 1,936.00	\$ 24.98	\$ 1,998.40	\$ 25.74	\$ 2,059.20	\$ 26.58	\$ 2,126.40
Helper	\$ 29.37	\$ 2,349.60	\$ 30.25	\$ 2,420.00	\$ 31.23	\$ 2,498.40	\$ 32.17	\$ 2,573.60	\$ 33.22	\$ 2,657.60
80% rate	\$ 23.50	\$ 1,880.00	\$ 24.20	\$ 1,936.00	\$ 24.98	\$ 1,998.40	\$ 25.74	\$ 2,059.20	\$ 26.58	\$ 2,126.40
Cleaner I (N) ¹	\$ 28.61	\$ 2,288.80	\$ 29.45	\$ 2,356.00	\$ 30.38	\$ 2,430.40	\$ 31.27	\$ 2,501.60	\$ 32.26	\$ 2,580.80
80% rate	\$ 22.89	\$ 1,831.20	\$ 23.56	\$ 1,884.80	\$ 24.30	\$ 1,944.00	\$ 25.02	\$ 2,001.60	\$ 25.81	\$ 2,064.80
Cleaner I (D/N)****	\$ 28.46	\$ 2,276.80	\$ 29.30	\$ 2,344.00	\$ 30.23	\$ 2,418.40	\$ 31.12	\$ 2,489.60	\$ 32.11	\$ 2,568.80
80% rate	\$ 22.77	\$ 1,821.60	\$ 23.44	\$ 1,875.20	\$ 24.18	\$ 1,934.40	\$ 24.90	\$ 1,992.00	\$ 25.69	\$ 2,055.20

	FY22		FY23		FY24		FY25		FY26	
Cleaner I (D/N)*	\$ 28.31	\$ 2,264.80	\$ 29.15	\$ 2,332.00	\$ 30.08	\$ 2,406.40	\$ 30.97	\$ 2,477.60	\$ 31.96	\$ 2,556.80
80% rate	\$ 22.65	\$ 1,812.00	\$ 23.32	\$ 1,865.60	\$ 24.06	\$ 1,924.80	\$ 24.78	\$ 1,982.40	\$ 25.57	\$ 2,045.60
Post Office Clerk PT	\$ 28.40	\$ 1,136.00	\$ 29.25	\$ 1,170.00	\$ 30.20	\$ 1,208.00	\$ 31.11	\$ 1,244.40	\$ 32.12	\$ 1,284.80
80% rate	\$ 22.72	\$ 908.80	\$ 23.40	\$ 936.00	\$ 24.16	\$ 966.40	\$ 24.89	\$ 995.60	\$ 25.70	\$ 1,028.00
Post Office Clerk	\$ 28.40	\$ 2,272.00	\$ 29.25	\$ 2,340.00	\$ 30.20	\$ 2,416.00	\$ 31.11	\$ 2,488.80	\$ 32.12	\$ 2,569.60
80% rate	\$ 22.72	\$ 1,817.60	\$ 23.40	\$ 1,872.00	\$ 24.16	\$ 1,932.80	\$ 24.89	\$ 1,991.20	\$ 25.70	\$ 2,056.00
Animal Caretaker	\$ 27.86	\$ 2,228.80	\$ 28.70	\$ 2,296.00	\$ 29.63	\$ 2,370.40	\$ 30.52	\$ 2,441.60	\$ 31.51	\$ 2,520.80
80% rate	\$ 22.29	\$ 1,783.20	\$ 22.96	\$ 1,836.80	\$ 23.70	\$ 1,896.00	\$ 24.42	\$ 1,953.60	\$ 25.21	\$ 2,016.80
Cleaner I	\$ 27.86	\$ 2,228.80	\$ 28.70	\$ 2,296.00	\$ 29.63	\$ 2,370.40	\$ 30.52	\$ 2,441.60	\$ 31.51	\$ 2,520.80
80% rate	\$ 22.29	\$ 1,783.20	\$ 22.96	\$ 1,836.80	\$ 23.70	\$ 1,896.00	\$ 24.42	\$ 1,953.60	\$ 25.21	\$ 2,016.80
Watchman-Guard ¹	\$ 27.57	\$ 2,205.60	\$ 28.37	\$ 2,269.60	\$ 29.27	\$ 2,341.60	\$ 30.13	\$ 2,410.40	\$ 31.08	\$ 2,486.40
80% rate	\$ 22.06	\$ 1,764.80	\$ 22.70	\$ 1,816.00	\$ 23.42	\$ 1,873.60	\$ 24.10	\$ 1,928.00	\$ 24.86	\$ 1,988.80
Cleaner II FT (N) ²	\$ 25.75	\$ 1,030.00	\$ 26.51	\$ 1,120.80	\$ 27.36	\$ 1,188.80	\$ 28.17	\$ 1,253.60	\$ 29.07	\$ 1,325.60
80% rate	\$ 20.60	\$ 824.00	\$ 21.21	\$ 1,696.80	\$ 21.89	\$ 1,751.20	\$ 22.54	\$ 1,803.20	\$ 23.26	\$ 1,860.80
Cleaner II PT (N) ²	\$ 25.75	\$ 1,030.00	\$ 26.51	\$ 1,060.40	\$ 27.36	\$ 1,094.40	\$ 28.17	\$ 1,126.80	\$ 29.07	\$ 1,162.80
80% rate	\$ 20.60	\$ 824.00	\$ 21.21	\$ 848.40	\$ 21.89	\$ 875.60	\$ 22.54	\$ 901.60	\$ 23.26	\$ 930.40
Cleaner II PT (D/N)**	\$ 25.60	\$ 1,023.92	\$ 26.36	\$ 1,054.32	\$ 27.21	\$ 1,088.32	\$ 28.02	\$ 1,120.72	\$ 28.92	\$ 1,156.72
80% rate	\$ 20.48	\$ 819.20	\$ 21.09	\$ 843.60	\$ 21.77	\$ 870.80	\$ 22.41	\$ 896.40	\$ 23.13	\$ 925.20
Cleaner II PT (D/N)***	\$ 25.50	\$ 1,020.00	\$ 26.26	\$ 1,050.40	\$ 27.11	\$ 1,084.40	\$ 27.92	\$ 1,116.80	\$ 28.82	\$ 1,152.80
80% rate	\$ 20.40	\$ 816.00	\$ 21.01	\$ 840.40	\$ 21.69	\$ 867.60	\$ 22.34	\$ 893.60	\$ 23.06	\$ 922.40
Cleaner II FT	\$ 25.37	\$ 1,014.80	\$ 26.13	\$ 1,045.20	\$ 26.98	\$ 1,079.20	\$ 27.79	\$ 1,111.60	\$ 28.69	\$ 1,147.60
80% rate	\$ 20.30	\$ 812.00	\$ 20.90	\$ 836.00	\$ 21.58	\$ 863.20	\$ 22.23	\$ 889.20	\$ 22.95	\$ 918.00
Cleaner II PT	\$ 25.37	\$ 1,014.80	\$ 26.13	\$ 1,045.20	\$ 26.98	\$ 1,079.20	\$ 27.79	\$ 1,111.60	\$ 28.69	\$ 1,147.60
80% rate	\$ 20.30	\$ 812.00	\$ 20.90	\$ 836.00	\$ 21.58	\$ 863.20	\$ 22.23	\$ 889.20	\$ 22.95	\$ 918.00
* Cleaner 1 (D/N) - (2 day shifts/3 night shifts)										
** Cleaner 2 FT (D/N) - (2 day shifts/3 night shifts)										
*** Cleaner 2 PT (D/N) - (2 day shifts/1 night shift)										
**** Cleaner 1 (D/N) - (1 day shift/4 night shifts)										
¹ 75¢ night differential built into wage										
² 38¢ night differential built into wage										