

**MEMORANDUM OF AGREEMENT  
BETWEEN  
NEW YORK LAW SCHOOL  
AND  
LOCAL 154, DISTRICT COUNCIL 37, AFSCME**

This Memorandum of Agreement consisting of pages one through two states the New York Law School and District Council 37, AFSCME (DC 37) agreement identifying the provisions of the collective bargaining agreement which the parties intend to execute. It is understood between the parties that DC37 will not be bound by this MOA and will not execute a collective bargaining agreement unless it is ratified by the Bargaining Unit Members.

It is further agreed and understood by the parties that any and all terms and conditions of employment of the July 1, 2018 – June 30, 2019 agreement and any and all subsequent memoranda of agreement, letters of understanding, or otherwise, not specifically addressed by this Memorandum of Agreement shall remain unchanged.

Upon ratification, the parties agree to execute a formal document integrating the terms of the MOA and the expired agreement in a reasonable period of time in accordance with the law.

- Term of the agreement, July 1, 2019 – June 30, 2022

**ARTICLE XIII: Compensation**

Section 1. There shall be across-the-board increases in each year of the contract, as follows, for incumbent employees:

- a. As of July 1, 2019: 1.5%
- b. As of July 1, 2020: 2%, compounded
- c. As of July 1, 2021: 2%, compounded

1 a. A one-time \$250 cash payment subject to applicable tax withholdings. Payment will be payable as soon as practicable after ratification and after the Memorandum of Agreement is signed by all parties. Employees in the bargaining unit who were on payroll in active status, or on an approved leave, as of July 1, 2019 will be eligible to receive the cash bonus.

Section 2. Effective July 1, 2019, the Law School has the following schedule to be implemented in the pay period immediately following the fifth, tenth, fifteenth and twentieth anniversary of employment.

**Salary Experience Adjustments:**

Grade 15	July 1, 2019	July 1, 2020	July 1, 2021
5 years	\$43,480.26	\$44,349.86	\$45,236.86
10 years	\$45,710.01	\$46,624.21	\$47,556.69
15 years	\$51,284.40	\$52,310.09	\$53,356.29
20 years	\$53,514.16	\$54,584.44	\$55,676.13

Section 3. Annual salary increases shall be applied to each eligible, clerical support staff member's annual wage rate before applying the salary adjustment amounts reflected in the above chart.

Section 4. The minimum and maximum weekly rates for Grade 15 shall be increased by collective bargaining increases stated in Section 1 as follows:

- As of July 1, 2019: Minimum: \$717.98 per week Maximum: \$1,107.08 per week
- As of July 1, 2020: Minimum: \$732.34 per week Maximum: \$1,129.22 per week
- As of July 1, 2021: Minimum: \$746.99 per week Maximum: \$1,151.81 per week

NYLS agrees that any future across the board benefit restorations or across the board wage increases granted to non-representative employees will also be awarded to bargaining unit employees during the time covered by this contract.



ARTICLE XV: HEALTH INSURANCE

New York Law School's Bargaining Unit Employees will pay the following medical insurance premium costs effective January 1, 2019 as follows:

- \$44.96 per pay period for EPO Single coverage.
- \$117.18 per pay period for the Family EPO plan, which includes - Employee+Spouse, Employee+Children, Employee+Family.
- \$62.54 per pay period for PPO POS Single coverage.
- \$328.54 per pay period for the Family POS plan, which includes - Employee+Spouse, Employee+Children, Employee+Family.
- Dental and Vision plan costs as of January 1, 2019 will be as follows: Dental \$4.09 per pay period for Single coverage and \$19.29 per pay period for Family coverage. Vision \$0.32 per pay period for Single coverage and \$1.71 per pay period for Family coverage.

During the period of the Contract, health insurance premium for bargaining unit members (as stated above) will be increased in tandem with the employee contribution rates or with a cap of 15%, whichever is lower.

All other terms in the existing collective bargaining agreement remain the same, and will be incorporated into the new agreement.

For New York Law School

For District Council 37, AFSCME, AFL-CIO

Plachikkat V. Anantharam

Rose Lovaglio-Miller

Title: Senior Vice President and Chief Financial Officer Title: Director, Research and Negotiations

Date: 5/12/2020

Date: 04/17/2020

Negotiating Team Members:

All confirmed by email, April 16, 2020.

- Juan Fernandez, President, Local 154
- Cheryl Shields
- Louis Monburn
- Lewis Hobgood
- Michele Trester