Memorandum of Agreement

between

Teachers College

and

Teamsters Local 707

Ratified on October 13, 2016

APPLIES TO BOTH CONTRACTS:

1. Terms of Agreement: Fifty months – 11/1/2015 – 12/31/2019

2. Article 12 - Wages:
   a. November 1, 2015
      • 2.5% increase to employee base salaries, 2.5% increase to wage schedule in the CBA for all positions (2016, 2017, 2018 and 2019 wage schedule will replace current wage schedule in the contract).
   b. November 1, 2016
      • 2.5% increase to employee base salaries, 2.5% increase to wage schedule in the CBA for all positions
   c. November 1, 2017
      • 2.5% increase to employee base salaries, 2.5% increase to 2016 wage schedule for all positions.
   d. November 1, 2018
      • 2.25% increase to employee base salaries 2.25% increase to 2017 wage schedule for all positions.

3. Article 13 - Welfare:
   a. Change the participation tiers on the welfare benefits from the current 2-tier setup (single and family) to a 4-tier setup (single, employee + spouse, employee + child, family)

<table>
<thead>
<tr>
<th>Single</th>
<th>mem/spouse</th>
<th>mem/children</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>776.61</td>
<td>1494.01</td>
<td>1460.35</td>
<td>1986.21</td>
</tr>
</tbody>
</table>
b. Employees joining the bargaining unit who are not members of the bargaining unit at the time of ratification will be eligible for the Teamsters Local 707 C Plan benefits. These employees will not be eligible for any other health plan offered through the collective bargaining agreement or by the College. The monthly rate table effective at time of ratification is:

<table>
<thead>
<tr>
<th>Single</th>
<th>mem/spouse</th>
<th>mem/children</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>716.55</td>
<td>1362.85</td>
<td>1331.94</td>
<td>1770.3</td>
</tr>
</tbody>
</table>

c. The 2016 monthly rates can increase by up to eight percent per calendar year, based on actuarial need and upon notice by the Union at least sixty days prior to the intended rate change. The Union will furnish the data to support any increased rate if requested by the College. Increases cannot be retroactive.

1. September 1, 2017 – up to 8% increase
2. September 1, 2018 – up to 8% increase
3. September 1, 2019 – up to 8% increase

For the Company

[Signature]

Dated: 10/31/2016

For the Union

[Signature]

Dated: 10/31/2016