

MEMORANDUM OF AGREEMENT

It is hereby agreed between The Cooper Union (“Cooper Union”) and Cooper Union Organization of Part Timers, NYSUT, AFL-CIO (“CUOP”), that the parties’ collective bargaining agreement that expired on August 31, 2017 is extended through August 31, 2020 with the following modifications (subject to ratification by the CUOP membership and the Cooper Union Board of Trustees):

1. Appointments

- a. All appointment letters will conform to the requirements established in the collective bargaining agreement.
- b. All appointment letters will list the applicable contractual job title (e.g., Adjunct, Visiting I, Visiting II, Proportional), in addition to any non-contractual title that may be given to the appointee.

2. Reappointment

Change “November 1” to “December 10” and “May 10” to “June 15” in Article XV(E). If these dates are not met during the 2018-2019 academic year, the Union may reopen the contract for the limited purpose of addressing this provision.

3. Exchange of Information

- a. Change the second-to-last sentence of IX(B) from “each academic year” to “each semester”

4. Visiting Faculty

- a. “Visiting Artists” shall be classified as Visiting Professors I.

5. School of Art Standing Committee Chair

- a. An adjunct faculty member in the School of Art that chairs one of the School’s standing committees shall be paid \$2,375 per semester for such work.

6. Proportionals Committee

The parties agree to establish a working Labor-Management committee to review issues regarding appointment, reappointment, promotion, and other related issues with respect to the use of proportional faculty members. The Committee will meet regularly in the Fall of 2018, and present recommendations to both parties on or before December 15, 2018 for consideration.

7. **Curriculum and Syllabi**

All bargaining unit members must submit a syllabus consistent with the applicable curriculum for the class to be taught prior to the start of the semester.

8. **Orientation**

- a. All bargaining unit members will attend any required annual faculty orientation and CUOP may provide input regarding the content of orientation materials.
 - i. Adjunct Faculty will receive \$50.00 for attending in-person orientation, and \$25.00 for attending on-line training.
- b. All bargaining unit members will have access to the applicable employee handbook.

9. **Communication**

Cooper Union will include the Cooper Union email address assigned to each bargaining unit member with information provided to the Union. All electronic Cooper-related communication shall be done using Cooper Union email addresses.

10. **Compensation**

- a. All bargaining unit members will receive a 2.5% wage increase on September 1, 2017 (retroactive other than for bargaining unit employees on their first appointment in academic year 2017-2018), September 1, 2018 and September 1, 2019.

*Set rate
1st year of employ*

11. **Health Benefits**

- a. The parties agree to establish a Health Benefits Committee during the term of the collective bargaining agreement. This committee will meet on a regular basis to review the current Cooper Union Medical Plans and negotiate in good-faith over modifications to the terms of these plans. It is understood that members of other bargaining units covered by the Cooper Union Medical Plans will participate in this process as a joint negotiation.

12. **Professional Development Fund**

- a. Increase to \$15,000 beginning with Academic year 2018/2019.
- b. Eliminate the June development fund period.

- c. Add a provision that at the conclusion of the two request periods, and after the distribution of remaining funds allocated to a particular School as currently provided for in Paragraph 5, any remaining funds will then be allocated equitably across all prior applicants, regardless of School, for appropriate unreimbursed expenses.

13. 403(b)

- a. With respect to the Cooper Union 403(b) plan, the definition of "income" shall (upon approval by the Board of Trustees to amend the plan) be modified to include Stipends for bargaining unit employees.



CUOP

Date 8/21/18



Cooper Union

Date 8.21.2018