

UAW Local 2300

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REPRESENTING: Cornell University service and maintenance employees; Finger Lakes Library System employees; Ithaca Housing Authority service and maintenance employees; Tompkins County Public Library professional and support staff employees; Southern Cayuga Lake Intermunicipal Water System clerical and technical staff; TCAT bus drivers and mechanics



September 13, 2024

To: UAW Local 2300 Members at Cornell

Re: Strike benefits , new wage and accruals update

Dear Sisters, Brothers and Siblings,

As we continue to settle back into the routines of work, shared here is information with the goal of helping everyone understand where we are at with strike benefit pay in totality, as well as the implementation, with retroactivity, of the new Contract Bargaining Agreement's wages and accrual adjustments.

Our Financial Secretary, Ronda Park, is continuing to work diligently to make sure everyone is made whole on strike benefits. Everyone who participated in the strike and ratification should have received \$1,100.00 in total. The breakdown is as follows:

- Week one, August 18 10:00 p.m. through August 24 - \$500.00
- Week two, August 25 through August 31 - \$500.00
- Week three, September 1 and 2 - \$100.00

There was confusion around the third week and the question of pro-rating. The final determination for \$100.00 for week three came from the UAW International Secretary-Treasurer's office, not UAW Local 2300. We must adhere and abide by that determination. I apologize for any inconvenience that the lack of clarity may have caused. Please call or email Ronda if you have not received all the strike benefit listed above - **(607)-272-4108** or rm63@cornell.edu

I requested an update from Cornell on the implementation schedule of the new pay rates with retroactivity. As of yesterday afternoon, below is the reply from Cornell Staff and Labor Relations:

- **Wages and Legacy Payments** - The retroactive wages and the legacy payments should be in the 9/26/24 paycheck. In 2022, we missed some retroactive pay due to employees having more than one (1) position number. We are working very hard to be inclusive of all position numbers. In the event you believe that there are mistakes, please let us know and we will look into it. As we discussed during negotiations, the legacy payments will be factored into any overtime earned. To prioritize implementing the legacy payments for the 9/26/24 check, we have not recalculated any overtime earned since July 1, 2024. We will be addressing any retroactive overtime calculations for this group no later than the October 24th paycheck.

- **Clothing Allowances** - Our tentative agreement allows the colleges and units to pay these amounts consistent with their internal practices. I understand that some of the colleges and unit that pay their clothing allowance in July, hope to have these payments made in the 9/26/24 paycheck.
- **Shift Differential, Work Out of Grade, Training Pay** - These will be addressed by colleges and units, and any retroactive pay should be calculated and paid no later than the October 24th paycheck.
- **Holiday Pay** - The colleges and units will determine the employees who regularly work less than five (5) days a week, and pay any holiday pay differential no later than the October 24th paycheck.
- **AES: Differential for 7 days in a row** - This will be managed by CALS. Retro pay for working seven (7) days in a row between July 1, 2024 and end of the current pay period will have to be done manually, and we expect to have this amount calculated and paid no later than the October 24th paycheck. With the new pay period that starts on September 19, CALS will track this by pay period.
- **Longevity Bonuses** - To prioritize the wages and the legacy payments, we will be addressing the longevity bonuses, retroactive to July 1, 2024, no later than the October 24th paycheck.
- **HAP/ Vacation** - We hope to have these benefits in place by November 1, 2024. Increased vacation accruals will be retroactive to July 1, 2024 and accordingly.
- **Zone & Shift Mechanics** will receive their retro rate increase to \$2.00/hr for weekend/ evening work (increase from \$1.72/hr) in the 9/26/24 check.

There are a lot of positive additions and moving parts to the new Contract Bargaining Agreement. We will continue to monitor implementation of these improvements. It is advisable that *all members look closely at their pay stubs* to understand the changes as they may apply, as well as to address any discrepancies that may occur with implementation.

As always, please call or email your questions and concerns at **(607)-272-4108** or uawlocal2300@gmail.com

In solidarity,

Christine

Christine Johnson
President, UAW Local 2300