

**1199 SEIU UNITED HEALTHCARE WORKERS EAST - ALBERT EINSTEIN COLLEGE OF MEDICINE  
AECOM 2022-2025 MOA**

**WHEREAS, 1199SEIU UNITED HEALTHCARE WORKERS EAST ("1199" or "Union") and Albert Einstein College of Medicine ("AECOM or Employer") are parties to a collective bargaining agreement ("CBA") which expired on September 30, 2022. The parties hereby extend all of the terms and conditions of the CBA, except as expressly modified below.**

**NOW THEREFORE, it is hereby agreed this 20<sup>TH</sup> day of December, 2022, by and between 1199 and the Employer as follows:**

1. The current CBA shall be extended for (3) three years, from October 1, 2022 to September 30, 2025.
2. All terms and conditions in the current CBA shall remain in full force and effect, including all side letters, exhibits, stipulations and attachments thereto, except as modified in this MOA.
3. Employees shall receive wage increases, and the minimum rates, steps and experience differentials shall be increased, as follows:
  - a. Effective October 1, 2022 and retroactive to that date, a 2% wage increase and a \$3000 ratification bonus;
  - b. Effective October 1, 2023, a 3% wage increase;
  - c. Effective October 1, 2024, a 3% wage increase;

Minimum rates during the first year of employment for newly hired Employees shall be adjusted based upon the most recent wage increase.

4. In order to receive the ratification bonus and any increase, each employee must be on the payroll as of the date of ratification of this agreement. In addition, for bonus eligibility, employees must be employed ninety (90) days prior to that date. The payments shall be prorated for part-time Employees based on the average hours worked regularly as of date of ratification. If the employee is on a leave of absence as of date of ratification of this agreement, they shall receive the payments 90 days after their return to work. The bonus payment shall not be considered as pay for any purpose, including payment of contributions, or benefits provided by, the Funds, or for the purpose of overtime, shift or other differentials or any form of premium pay.
5. The Employer shall continue to contribute to the National Benefit Fund at the required contribution rate, as established by the Board of Trustees, which currently is as follows:
  - a. October 1, 2021 – 37.04%
  - b. October 1, 2022 – 38.74%
  - c. October 1, 2023 - 40.42%

SLX YR  
11/1/23

6. The Employer shall continue to contribute to the National Pension Fund at the required contribution rate, which currently is as follows:

a. October 1, 2021 – 11.3%

7. The Employer shall continue to contribute to the Child Care and Job Security Funds at the current contribution rates, and shall continue to participate in the Contract Administrator/Delegate Training Programs on the same terms as set forth in League MOA.

8. **NYC Earned Safe and Sick Time Act and NYS Paid Leave Law:** changing 40 hours to 56 hours in section 1, second paragraph in the AECOM ESTA MOA signed on 2/16/2016.

9. Article VII, Wages and Minimum –subsection K:

Effective with ratification of this agreement, any Employee that performs waxing and stripping duties shall be paid an additional \$0.54/hour, for actual hours worked performing such duties.

10. Institute of Animal Studies (See attached Addendum 1)

11. Research Technicians – (See attached Addendum 2)

The Grade E Research Technician salary shall be raised to \$81,000 for those union members employed prior to 12/17/2015 and who work 35 hours per week. The Grade E Research Technician salary shall be raised to \$79,057.11 for those union members employed after 12/17/2015 and who work 37.5 hours per week. New rates shall be effective 10/1/2022 prior to adding the agreed upon general wage increase.

Research Technicians Level A-D shall receive a one-time increase in pay rates of \$500 - ADDED TO STIPULATION 1 WAGE SCALE, New rates shall be effective 10/1/2022 prior to adding the agreed upon general wage increase.

12. Article XIV, Job Security – Section 4(A)(1), Layoff and Recall, shall be modified as follows:

All Employees who, as of October 1, 2015, are regular full-time or part-time, who are University-funded (as the term has been defined by the contract or prior practice) and who, as of September 30, 2013, had completed twenty-four (24) months of membership

SLX  
1/9/23  
YR  
1/9/23

in the 1199 bargaining unit at the College, shall not be laid off during the term of this Agreement. This provision shall not apply in the event that AECOM is closed.

13. Article XII, Holidays, shall be modified as follows:

Section A

There shall be nine (9) College-wide holidays at the regular rate of pay:

- 1). New Year's Day
- 2). Dr. Martin Luther King, Jr's Day (third Monday in January)
- 3). Washington's Birthday
- 4). Memorial Day
- 5). Juneteenth
- 6). Independence Day
- 7). Labor Day
- 8). Thanksgiving Day
- 9). Christmas Day

14. Section J, shall be modified as follows:

During Passover, employees in the cafeteria shall be offered to work in available slots in Housekeeping or Institute of Animal Studies, and if the cafeteria employee has the ability to perform the available work.

15. Article VII Wages and Minimum, shall be modified as follows:

An employee, when required to work at a higher rated job, shall be paid their rate or the rate for the other job, whichever is higher, after a total of twenty-one (21) hours in such higher classification in each contract year.

16. Article XXIV, Section, Uniforms

Increase allowances in Section B from:

\$175 to \$250

\$30 to \$50

SLX YR  
1/9/23 1/9/23

17. Remote/Hybrid Work – within 45 days of ratification the parties shall form a committee for the purpose of discussing the remote/hybrid work models and the feasibility of those models for certain members of the 1199 bargaining unit.

18. This MOA is subject to ratification by the Union and its membership.

AGREED TO AND ACCEPTED:

1199SEIU UNITED HEALTHCARE WORKERS EAST

ALBERT EINSTEIN COLLEGE OF MEDICINE

S. J. Xu 11/6/2023  
SUI LING XU

Jane Camery 1/9/2023

Michelle B. B. B. Chin Lian  
R. Kuenrich Patricia Elford  
John Chen  
Michelle Leachin Kathy Amato  
Amelia A. Culter Digby  
Arthur Allen Alvin  
John  
Ronda DeLeon  
Patricia Bunker  
Huy Trinh  
Joselyn Sweet  
Diogene Cardenas  
Jatonya King  
Heriberto

**ADDENDUM 1****Section A: Einstein Animal Caretaker Minimum Qualifications and Requirements****All New Hires** as of contract effective date of December 20, 2022

Title	Education/Certifications	Experience*
Animal Caretaker I**	HS Diploma	0-1 year relevant experience
Animal Caretaker II	HS Diploma; ALAT Certification	1 year Einstein ACT experience
Animal Caretaker III	HS Diploma; LAT Certification	3 years' ACT experience with at least 1 year Einstein ACT experience
Animal Caretaker IV	HS Diploma; LAT Certification	5 years' ACT experience with at least 1 year Einstein ACT experience
Animal Caretaker V	HS Diploma; LAT Certification	5 years' Einstein ACT experience

\*IAS management will evaluate and determine "relevant" experience

**Current Employees** as of contract effective date of December 20, 2022

Title	Education/Certifications	Experience
Animal Caretaker I**	HS Diploma	0-1 year relevant experience
Animal Caretaker II	HS Diploma; ALAT Certification	1 plus year ACT experience
Animal Caretaker III	1. HS Diploma; ALAT Certification 2. HS Diploma; LAT	1. 3 years' Einstein ACT Experience 2. 3 years' ACT experience with at least 1 year Einstein ACT experience
Animal Caretaker IV***	HS Diploma; LAT Certification	5 years' ACT experience with at least 1 year Einstein ACT experience
Animal Caretaker V	HS Diploma; LAT Certification	5 years' Einstein ACT experience

\*\* Current Animal Caretaker I staff (See attached Addendum 1(a)) will be permitted to be upgraded to ACT III as noted above.

\*\*\*Current IAS employees (See attached Addendum 1(b)) performing work defined as Animal Caretaker IV will be paid at established rate for work in higher classification; will be provided with 24 months to complete and be awarded LAT certification. Those with LAT certification will be upgraded immediately. Study materials will be provided immediately to these employees to initiate the 24-month grace period.

SLX YR  
1/9/23 1/9/23

**Section B: Procedure to provide ACT staff with support to study and test for certification:**

- Licensing for access to (AALAS) learning library should be increased to next level (accommodates 30+ learners at minimal incremental cost); those expressing interest for promotion opportunity will be given immediate access
- Current ACT staff will be able to schedule exam with cost paid in advance by Einstein – if not passed the first time will be provided support for one additional attempt.
- When scheduling exam (3 months in advance) the ACT staff member will provided supervisor with their two preferred options and supervisor will make effort to accommodate request.

**Section C: IAS Wage Scale**

AECOM and 1199 SEIU agree to establishing a separate wage scale for IAS (Institute of Animal Studies) employees to include Animal Caretaker and Veterinary Technician Titles. **(See Attached Addendum 1(c))**

New rates shall be effective 10/1/2022 prior to adding the agreed upon general wage increase.

**Section D: Animal Caretaker Job Descriptions**

AECOM and 1199 SEIU have reviewed the Job Descriptions. **(See Attached Addendum 1(d))**

SLX YR  
1/9/23 1/9/23

**ADDENDUM 1(a)**

Current Animal Caretaker 1 Staff as of contract effective date of December 20, 2022:

- 1). Lindann Depesa
- 2). Natalie Sanchez
- 3). Collin Moodie
- 4). Marie Colon
- 5). Philmore Reynolds
- 6). Angel Cabrera
- 7). William Martinez
- 8). Susan Kerr
- 9). Gary Bland
- 10). Kemar Welds
- 11). Terrel Wilson
- 12). Anthony Vernieri
- 13). Tyrek Williamson
- 14). Chris Garcia

SLX 1/9/23

SLX  
1/9/23

**ADDENDUM 1(b)**

Current IAS employees performing work defined as Animal Caretaker IV will be paid at established rate for work in higher classification; will be provided with 24 months to complete and be awarded LAT certification effective date of December 20, 2022:

- 1). Santo Castro
- 2). Obniel Castanon
- 3). Moises Pimentel
- 4). Jonathan Galvez
- 5). Kellie O'Connor
- 6). Jemel Mathos
- 7). Christopher Carrasco

SLX YR  
11/9/23 1/9/23

**ADDENDUM 1 (C) Institute Animal Studies Wage Scale (effective 10-1-2022)**

YR 11/9/23  
SLX 11/9/23

**37.5 Hours Employees**

**Animal Care Taker**

**As of 7-1-2022**

Job	Hourly Rate	Annual Salary
Animcal Care Taker I	21.60	\$42,120.00
Animcal Care Taker II	22.46	\$43,797.00
Animal CareTaker III	23.10	\$45,045.00
Service Scale IV	24.16	\$47,112.00
Animal CareTaker V	25.13	\$49,003.50

**As of 10-1-2022\***

Job	Hourly Rate	Annual Salary
Animcal Care Taker I	22.10	\$ 43,095.00
Animcal Care Taker II	22.96	\$ 44,772.00
Animal CareTaker III	24.57	\$ 47,906.04
Animal CareTaker IV	26.29	\$ 51,259.46
Animal CareTaker V	27.34	\$ 53,309.84

**Veterinary Technician**

**As of 7-1-2022**

Job	Hourly Rate	Annual Salary
Veterinary Technician I	25.74	\$ 50,193.00
Senior Veterinary Technician	31.64	\$ 61,698.00

**As of 10-1-2022\***

Job	Hourly Rate	Annual Salary
Veterinary Technician I	27.34	\$ 53,309.84
Senior Veterinary Technician	32.14	\$ 62,673.00

**35 Hours Employees**

**Animal Care Taker**

**As of 07-1-2022**

Job	Hourly Rate	Annual Salary
Animcal Care Taker I	23.71	\$43,152.20
Animcal Care Taker II	24.66	\$44,881.20
Animal CareTaker III	25.39	\$46,209.80
Service Scale IV	26.55	\$48,321.00
Animal CareTaker V	27.6	\$50,232.00

1.884484

**As of 10-1-2022\***

Job	Hourly Rate	Annual Salary
Animcal Care Taker I	24.21	\$44,062.20
Animcal Care Taker II	25.16	\$45,791.20
Animal CareTaker III	26.92	\$48,996.58
Animal CareTaker IV	28.81	\$52,426.34
Animal CareTaker V	29.96	\$54,523.40

**Veterinary Technician**

**As of 07-1-2022**

Job	Hourly Rate	Annual Salary
Veterinary Technician I	28.26	\$ 51,433.20
Senior Veterinary Technician	34.74	\$ 63,226.80

**As of 10-1-2022\***

Job	Hourly Rate	Annual Salary
Veterinary Technician I	29.96	\$54,523.40
Senior Veterinary Technician	35.24	\$ 64,136.80

**\*New rates shall effective 10/1/2022 and adjusted further to reflect agreed upon general wage increase effective the same date.**

SUX  
11/9/23  
YR 11/9/23

ADDENDUM 1(d) - Current and Proposed Job Descriptions and Education/Experience for Animal CareTakers 1 through 5: Reviewed by 1199 and AECOM	
CURRENT: Animal Caretaker I	New: Animal Caretaker I
Provide care of laboratory animals in a humane, safe and sanitary manner using appropriate equipment and established procedures;	<ul style="list-style-type: none"> <li>•Provide Care to Lab Animals using appropriate equipment and following established procedures (SOPs) for each species and housing situation;</li> </ul>
Maintain daily room activity log of each assigned room;	<ul style="list-style-type: none"> <li>•Perform daily animal room rounds as assigned to include:</li> </ul>
Observe and report any aberrations in animal room environments;	<ul style="list-style-type: none"> <li>•Report any aberrations in animal room environments (e.g., temperature, humidity, room condition);</li> </ul>
Observe animals for clinical signs of disease and behavioral changes and report observations using appropriate forms;	<ul style="list-style-type: none"> <li>•Maintain a room activity log for each assigned room. Document daily room activities in the log</li> <li>•Breakdown and sanitize animal quarters, service rooms, equipment, and hallways as scheduled or assigned;</li> </ul>
Observe and maintain proper cage densities in their assigned animal rooms.	<ul style="list-style-type: none"> <li>•Report "sick" or abnormal animals;</li> </ul>
Report and correct any violation of cage density guideline using established cage density policies.	<ul style="list-style-type: none"> <li>•Report "overcrowded" cages;</li> <li>•Separate overcrowded rodent cages ;</li> <li>•Maintain the census record (animal/cage counts) for each assigned room;</li> </ul>
Feed and water the animals daily and administer special diets and water according to specified protocols and directions;	<ul style="list-style-type: none"> <li>•Feed and water animals and administer special diets and water according to specified procedures and directions;</li> </ul>
Change animal caging as scheduled or needed and clean animal rooms daily as assigned.	<ul style="list-style-type: none"> <li>•Change animal cages and cage components as scheduled or as needed</li> <li>•Clean animal rooms daily, as scheduled;</li> </ul>
Breakdown and sanitize animal quarters, service rooms, equipment and hallways as scheduled and assigned;	<ul style="list-style-type: none"> <li>•Breakdown and sanitize animal quarters, service rooms, equipment, and hallways as scheduled or assigned;</li> <li>•Handle, transport, and dispose of routine animal wastes, biomedical wastes, and animal carcasses;</li> </ul>
Operate and maintain the cage washer, bottle washer, tunnel-washer, autoclave, biological safety cabinet and other support equipment.	<ul style="list-style-type: none"> <li>•Safely restrain, handle, and move animals of various species;</li> <li>•Operate and maintain Biosafety Cabinets and Ventilated housing systems (IVC racks) in each animal room;</li> <li>•Breakdown and sanitize biosafety cabinets and Ventilated Housing as scheduled or assigned;</li> </ul>
Receive, transport and distribute incoming animals as specified by established animal receiving procedures;	<ul style="list-style-type: none"> <li>•Notify Supervisor (or designated ACT-V LEAD) of minor repairs needed to rooms or to equipment;</li> <li>•Receive, transport, distribute, and house incoming animals;</li> <li>•Receive, transport, handle, and deliver animal care supplies, feed, bedding delivered to the Animal Institute;</li> <li>•Maintain stock of animal room supplies;</li> </ul>
Perform other related duties as assigned;	<ul style="list-style-type: none"> <li>•Identify, handle, transport, and dispose of biohazardous materials (including biosafety level 3 hazards) using appropriate equipment;</li> <li>•Perform other related duties as assigned.</li> </ul>
Attend in house training programs to become more knowledgeable of and develop expertise in lab animal science;	
High School Diploma and 0-5 years of related experience.	New Employees: High School diploma / GED; 0-1 year related experience
Propose IAS positions be moved out of service scale and into a IAS only pay scale	
Propose eliminate Animal Isolator Room position and level	

CURRENT: Animal Caretaker II	New: Animal Caretaker II
Provide care of laboratory animals in a humane, safe and sanitary manner using appropriate equipment and established procedures;	<ul style="list-style-type: none"> <li>•Provide Care to Lab Animals using appropriate equipment and following established procedures (SOPs) for each species and housing situation;</li> </ul>
Maintain daily room activity log of each assigned room;	<ul style="list-style-type: none"> <li>•Perform daily animal room rounds as assigned to include:</li> </ul>
Observe and report any aberrations in animal room environments;	<ul style="list-style-type: none"> <li>•Report any aberrations in animal room environments (e.g., temperature, humidity, room condition);</li> </ul>
Observe animals for clinical signs of disease and behavioral changes and report observations using appropriate forms;	<ul style="list-style-type: none"> <li>•Maintain a room activity log for each assigned room. Document daily room activities in the log</li> <li>•Breakdown and sanitize animal quarters, service rooms, equipment, and hallways as scheduled or assigned;</li> <li>•Report "sick" or abnormal animals;</li> </ul>
Observe and maintain proper cage densities in their assigned animal rooms.	<ul style="list-style-type: none"> <li>•Report "overcrowded" cages;</li> </ul>
Report and correct any violation of cage density, guideline using established cage density policies.	<ul style="list-style-type: none"> <li>•Separate overcrowded rodent cages ;</li> <li>•Maintain the census record (animal/cage counts) for each assigned room;</li> </ul>
Feed and water the animals daily and administer special diets and water according to specified protocols and directions;	<ul style="list-style-type: none"> <li>•Feed and water animals and administer special diets and water according to specified procedures and directions;</li> </ul>
Change animal caging as scheduled or needed and clean animal rooms daily as assigned.	<ul style="list-style-type: none"> <li>•Change animal cages and cage components as scheduled or as needed</li> </ul>
Breakdown and sanitize animal quarters, service rooms, equipment and hallways as scheduled and assigned;	<ul style="list-style-type: none"> <li>•Clean animal rooms daily, as scheduled;</li> <li>•Breakdown and sanitize animal quarters, service rooms, equipment, and hallways as scheduled or assigned;</li> <li>•Handle, transport, and dispose of routine animal wastes, biomedical wastes, and animal carcasses;</li> </ul>
Operate and maintain the cage washer, bottle washer, tunnel-washer, autoclave, biological safety cabinet and other support equipment.	<ul style="list-style-type: none"> <li>•Safely restrain, handle, and move animals of various species;</li> <li>•Operate and maintain Biosafety Cabinets and Ventilated housing systems (IVC racks) in each animal room;</li> <li>•Breakdown and sanitize biosafety cabinets and Ventilated Housing as scheduled or assigned;</li> </ul>
Receive, transport and distribute incoming animals as specified by established animal receiving procedures;	<ul style="list-style-type: none"> <li>•Notify Supervisor (or designated ACT-V LEAD) of minor repairs needed to rooms or to equipment;</li> <li>•Receive, transport, distribute, and house incoming animals;</li> <li>•Receive, transport, handle, and deliver animal care supplies, feed, bedding delivered to the Animal Institute;</li> <li>•Maintain stock of animal room supplies;</li> </ul>
Perform other related duties as assigned;	<ul style="list-style-type: none"> <li>•Identify, handle, transport, and dispose of biohazardous materials (including biosafety level 2 hazards) using appropriate equipment;</li> <li>•Euthanize rodents by carbon dioxide overdose according to established procedure;</li> </ul>
Attend in house training programs to become more knowledgeable of and develop expertise in lab animal science;	<ul style="list-style-type: none"> <li>•Perform other related duties as assigned.</li> </ul>
High School Diploma and 0-5 years of related experience.	High School Diploma and 1 year of Einstein Animal Care Technician experience plus ALAT certification

SLX YR  
11/9/23 1/9/23

SLX YR 1/9/23

CURRENT: Animal Caretaker III	New: Animal Caretaker III
<p>Provide care of laboratory animals in a humane, safe and sanitary manner using appropriate equipment and established procedures;</p> <p>Coordinate flow of clean materials from clean cage wash to animal rooms; return of soiled material to dirty side; assure that all techs bring soiled material to cage wash as required;</p> <p>Coordinate distribution of door sheets, temperature logs, cage wash activity logs each month; collect and file previous month's sheets.</p> <p>Identify sick animals and behavioral patterns such as barbering;</p> <p>Separate overcrowded cages and maintain records;</p> <p>Coordinate census sheets (collect, alphabetize, keep in room order);</p> <p>Breakdown and sanitize animal quarters, service rooms, equipment and hallways as scheduled and assigned;</p> <p>Change animal caging as scheduled or needed and clean animal rooms daily as assigned.</p> <p>Notify Facility Supervisor or Lead of minor repairs, record, and follow up;</p> <p>Operate and maintain the cage washer, bottle washer, tunnel-washer, autoclave, biological safety cabinet and other support equipment.</p> <p>Maintain inventory of supplies and supply areas;</p> <p>Identify and handle/dispose of bio-hazardous materials;</p> <p>Oversee monthly placement and collection of autoclave biological indicators;</p> <p>Select proper size mice to be fed to other species;</p> <p>Perform other related duties as assigned;</p>	<ul style="list-style-type: none"> <li>• Provide Care to Lab Animals using appropriate equipment and following established procedures (SOPs) for each species and housing situation;</li> <li>• Perform daily animal room rounds as assigned to include: <ul style="list-style-type: none"> <li>• Report any aberrations in animal room environments (e.g., temperature, humidity, room condition);</li> <li>• Maintain a room activity log for each assigned room. Document daily room activities in the log</li> <li>• Breakdown and sanitize animal quarters, service rooms, equipment, and hallways as scheduled or assigned;</li> </ul> </li> <li>• Report "sick" or abnormal animals;</li> <li>• Report "overcrowded" cages;</li> <li>• Separate overcrowded rodent cages ;</li> <li>• Maintain the census record (animal/cage counts) for each assigned room;</li> <li>• Feed and water animals and administer special diets and water according to specified procedures and directions;</li> <li>• Change animal cages and cage components as scheduled or as needed</li> <li>• Clean animal rooms daily, as scheduled;</li> <li>• Breakdown and sanitize animal quarters, service rooms, equipment, and hallways as scheduled or assigned;</li> <li>• Handle, transport, and dispose of routine animal wastes, biomedical wastes, and animal carcasses;</li> <li>• Safely restrain, handle, and move animals of various species;</li> <li>• Operate and maintain Biosafety Cabinets and Ventilated housing systems (IVC racks) in each animal room;</li> <li>• Breakdown and sanitize biosafety cabinets and Ventilated Housing as scheduled or assigned;</li> <li>• Notify Supervisor (or designated ACT-V LEAD) of minor repairs needed to rooms or to equipment;</li> <li>• Receive, transport, distribute, and house incoming animals;</li> <li>• Receive, transport, handle, and deliver animal care supplies, feed, bedding delivered to the Animal Institute;</li> <li>• Maintain stock of animal room supplies;</li> <li>• Identify, handle, transport, and dispose of Biohazardous materials (including biosafety level 3 hazards) using appropriate equipment;</li> <li>• Euthanize rodents by carbon dioxide overdose according to established procedure;</li> <li>• Assist Lead and supervisors with newly hired ACT employees by modeling to learn standard operating procedures and processes;</li> <li>• Perform animal husbandry activities in the Gnotobiotic Isolator Facility using specialized equipment (flexible film isolators) and established procedures to maintain sterility;</li> <li>• Perform other related duties as assigned.</li> </ul>
High School Diploma; 5 years experience as an ACT or AALAS + 3 years experience	<p>Current employees ACT III: HS Diploma; ALAT + 3 years Einstein ACT Experience or LAT plus 3 years' relevant experience as ACT with at least 1 year Einstein ACT experience</p> <p>New employees: Minimum: HS Diploma; LAT plus 3 years' relevant experience as ACT with at least 1 year Einstein ACT experience</p>

PROPOSED: Animal Caretaker IV	CURRENT: Lead Animal Caretaker V
<ul style="list-style-type: none"> <li>• Provide Care to Lab Animals using appropriate equipment and following established procedures (SOPs) for each species and housing situation; Perform daily animal room rounds as assigned to include:               <ul style="list-style-type: none"> <li>• Report any aberrations in animal room environments (e.g., temperature, humidity, room condition);</li> <li>• Maintain a room activity log for each assigned room. Document daily room activities in the log</li> <li>• Breakdown and sanitize animal quarters, service rooms, equipment, and hallways as scheduled or assigned;</li> <li>• Report "sick" or abnormal animals;</li> <li>• Report "overcrowded" cages;</li> <li>• Separate overcrowded rodent cages ;</li> <li>• Maintain the census record (animal/cage counts) for each assigned room;</li> </ul> </li> <li>• Feed and water animals and administer special diets and water according to specified procedures and directions;</li> <li>• Change animal cages and cage components as scheduled or as needed</li> <li>• Clean animal rooms daily, as scheduled;</li> <li>• Breakdown and sanitize animal quarters, service rooms, equipment, and hallways as scheduled or assigned;</li> <li>• Handle, transport, and dispose of routine animal wastes, biomedical wastes, and animal carcasses;</li> <li>• Safely restrain, handle, and move animals of various species;</li> <li>• Operate and maintain Biosafety Cabinets and Ventilated housing systems (IVC racks) in each animal room;</li> <li>• Breakdown and sanitize biosafety cabinets and Ventilated Housing as scheduled or assigned;</li> </ul>	<p>Assist supervisor with organizing and delegating routine animal care tasks and projects assigned to animal caretaker teams at focal sites;</p> <p>Interact effectively with faculty members, technicians and students regarding animal care needs and problems; requests;</p> <p>Contact facility supervisor or operations manager to discuss daily routine, issues and/or problems;</p> <p>Assist in training staff to perform all animal care responsibilities;</p> <p>Assist in training staff to operate all animal care equipment (animal watering system, pressure washer, cage washers and autoclaves, biosafety and class 100 cabinets);</p> <p>Insure all animal care equipment is operating correctly;</p> <p>Control inventory and distribute supplies at the site. Inform facility supervisor or operations manager when supplies need to be replenished;</p>
<ul style="list-style-type: none"> <li>• Notify Supervisor (or designated ACT-V LEAD) of minor repairs needed to rooms or to equipment;</li> <li>• Receive, transport, distribute, and house incoming animals;</li> <li>• Receive, transport, handle, and deliver animal care supplies, feed, bedding delivered to the Animal Institute;</li> <li>• Maintain stock of animal room supplies;</li> <li>• Identify, handle, transport, and dispose of Biohazardous materials (including biosafety level 3 hazards) using appropriate equipment;</li> <li>• Euthanize rodents by carbon dioxide overdose according to established procedure;</li> </ul> <p>Assist Lead and supervisors with newly hired ACT employees by modeling to learn standard operating procedures and processes;</p>	<p>Oversee the maintenance of census sheets for animal rooms at the site;</p> <p>Assist in the administration of medications and/or experimental compounds under the direction of the Veterinarian;</p> <p>Recognize and report symptoms of animal disease or trauma and to assist in training staff to recognize and report symptoms. Review staff reports regarding animal health;</p> <p>Perform and oversee basic functions of animal nursing and/or first aid;</p> <p>Perform animal duties as required and other related duties as assigned</p>
<ul style="list-style-type: none"> <li>• Perform animal husbandry activities in the Gnotobiotic Isolator Facility using specialized equipment (flexible film isolators) and established procedures to maintain sterility;</li> <li>• Perform other related duties as assigned.</li> </ul>	
<p>HS Diploma: LAT plus 5 years' comparable ACT experience with at least 1 year Einstein ACT experience</p> <p>Current ACT III employees currently doing the work: Paid a a Work in Higher Classification when work is assigned with 24 months to obtain LAT certification</p>	<p>HS Diploma + 5 years experience at Einstein + LAT certification required</p>

SIX YR  
1/9/23 1/9/12

## ADDENDUM 2

The Grade E Research Technician salary shall be raised to \$81,000 for those union members employed prior to 12/17/2015 and who work 35 hours per week. The Grade E Research Technician salary shall be raised to \$79,057.11 for those union members employed after 12/17/2015 and who work 37.5 hours per week. New rates shall be effective 10/1/2022.

SLX YK  
1/9/23 1/9/22

54 YR  
11/9/23 1/9/2

**Research Technician Wage Scale (effective 10-1-2022)**

37.5 Hours Employees				35 Hours Employees			
As of 07-1-2022				As of 07-1-2022			
Job		Hourly Rate	Annualized Salary	Job		Hourly Rate	Annualized Salary
Research Technician A	\$	22.58	\$ 44,031.00	Research Technician A	\$	24.79	\$ 45,117.80
Research Technician B	\$	25.78	\$ 50,271.00	Research Technician B	\$	28.30	\$ 51,506.00
Research Technician C	\$	29.80	\$ 58,110.00	Research Technician C	\$	32.73	\$ 59,568.60
Research Technician D	\$	34.92	\$ 68,094.00	Research Technician D	\$	38.33	\$ 69,760.60
Research Technician E	\$	36.89	\$ 71,935.50	Research Technician E	\$	40.54	\$ 73,782.80
As of 10-1-2022*				As of 10-1-2022*			
Job		Hourly Rate	Annualized Salary	Job		Hourly Rate	Annualized Salary
Research Technician A	\$	22.84	\$ 44,531.00	Research Technician A	\$	25.06	\$ 45,617.80
Research Technician B	\$	26.04	\$ 50,771.00	Research Technician B	\$	28.57	\$ 52,006.00
Research Technician C	\$	30.06	\$ 58,610.00	Research Technician C	\$	33.00	\$ 60,068.60
Research Technician D	\$	35.18	\$ 68,594.00	Research Technician D	\$	38.60	\$ 70,260.60
Research Technician E	\$	40.54	\$ 79,057.11	Research Technician E	\$	44.51	\$ 81,000.00

\*New rates shall effective 10/1/2022 and adjusted further to reflect agreed upon general wage increase effective the same date.