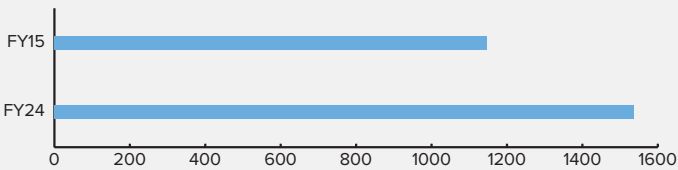


Columbia University Facilities and Operations and Unions: *A Long-Term Partnership*

COLUMBIA UNIVERSITY PROVIDING UNION JOBS: OVER 30 PERCENT GROWTH OVER PAST DECADE

Facilities and Operations employs members of six different unions, with a budgeted headcount of 1,537 employees and \$125 million in wages and benefits. A highlight of when each union began working with Columbia and the budgeted headcount for FY24 is below.

34 PERCENT GROWTH OF UNION STAFF 391 UNION POSITIONS ADDED SINCE FY15



BUDGETED HEADCOUNT OF UNION EMPLOYEES,
FY15 VS. FY24

TWU Local 241
Since 1944
877 employees

32BJ SEIU
265 employees

1199 SEIU (Cafeteria)
Since 1933
231 employees

UAW Local 2110
Since 1986
105 employees

UNITEHERE! Local 100
Since 1995
46 employees

1199 SEIU (Clerical)
Since 1975
13 employees

TWU LOCAL 241 CELEBRATES 75 YEARS WITH COLUMBIA

TWU Local 241 reached a milestone with Columbia in 2019, marking 75 years since it was first chartered at the University. The union's leadership received a framed photo and a letter signed from David M. Greenberg, executive vice president for Facilities and Operations, to commemorate the anniversary.



A COMMITMENT TO UNION CONSTRUCTION FIRMS

\$1.8B SPENT WITH UNION FIRMS OVER 10 YEARS

Facilities and Operations has a strong commitment to union labor for construction. Over the past ten years, Facilities and Operations has spent \$1.8 billion on contracts with union firms, equivalent to 64 percent of the total work performed. A Project Labor Agreement between the construction manager and the building trades - in place for more than a decade - has ensured substantial union construction jobs for the construction of Columbia's Manhattanville campus.



CREATING COMMUNITY OPPORTUNITIES

Since 2019, Columbia has partnered with Pathways to Apprenticeship (P2A) to support a pre-apprenticeship program for minorities, women and local Upper Manhattan residents. Over the course of five weeks, participants receive key skills and safety trainings, including an OSHA 30-hour training certificate, needed to qualify for apprenticeship opportunities with local construction unions. Through its first four cohorts, 91 people have graduated from the program.

“Columbia University understands the role it plays in including members of the surrounding communities into various employment/career opportunities that have not often been accessible. P2A is excited to work with Columbia to blaze trails that include union construction careers and other industry union careers that provide upward mobility and a lifetime of dignity.”

- Gyasi Headen, Executive Director, Pathways to Apprenticeship