

## Memorandum of Agreement

This agreement entered into this 31<sup>st</sup> day of March 2005 by and between the Association of Ecumenical Employees Local 2110/UAW ("the Union") and the National Council of Churches of Christ in the USA (NCCCUSA) and Church World Service (CWS) ("the Employers").

WHEREAS, the parties are desirous of extending and renewing the present collective bargaining agreement, ("the 2003-2005 Agreement") and addressing certain terms and conditions thereto as hereinafter set forth;

NOW, THEREFORE, the aforesaid 2003-2005 collective bargaining agreement is extended and renewed for the three (3) year term from April 1, 2005 to and including March 31, 2008 with the following modifications:

1.                   Wages:
  - (a)               Effective April 1, 2005, employees on staff as of the date and still on staff as of the ratification of this agreement shall receive an increase in their annual wages of three (3%) percent.
  - (b)               Effective April 1, 2006, employees on staff as of that date shall receive an increase in their annual wages of two and a half (2.5%) percent.
  - (c)               Effective April 1, 2007, employees on staff as of that date shall receive an increase in their annual wages of two and a half (2.5%) percent.
  - (d)               The schedule of costs paid by the Employer and employees toward the health care insurance premium shall be modified in accordance with the increase in wages as per past agreement.
  - (e)               The salary ranges shall be increased by the same amount as the negotiated wage increases on the same effective dates as per past agreement.
  
2.                   Training:

The NCC and CWS agree to establish a training benefit and program, to be administered by a representative of the respective Human Resources Offices. The purpose of the training benefit will be to enhance skills and to provide career development consistent with the objectives and goals of the employers. There will be a Joint Committee to advise the HR representatives as to the direction and development of plans for the use of the funds. The fund may be used for the purpose of union sponsored programs, such as steward training. The funds will be \$20,000 on April 1, 2005, \$20,000 on April 1, 2006, and April 1, 2007. The funds will be budgeted operational expenses and will not roll over to the following year.

3.

Union Activity

A total of five (5) days per year shall be granted to employees designated by the Union to attend union conferences, workshops, training and other special union activities. Unused hours shall roll over for the life of the agreement.

This agreement is subject to ratification.

AEE, Local 2110/UAW:

[Signature]

DATE: 4/21/05

[Signature]

DATE: 4/15/05

Catherine M. Reue

DATE: 4/21/2005

Lynne West Lutha M. Greene

DATE: 4/21/2005

[Signature]

DATE: April 21, 2005

[Signature]

DATE: 4/21/05

[Signature] Barbara Tiller

DATE: 4/21/05

DATE: \_\_\_\_\_

National Council of Churches USA:

[Signature]

DATE: April 15, 2005

Church World Service:

[Signature]

DATE: April 14, 2005