

MEMORANDUM OF AGREEMENT

It is hereby agreed that the collective bargaining agreement between Union Theological Seminary and Local 2110, UAW, which expired August 31, 2010 is hereby renewed and extended, as modified below:

Term: 3 years from September 1, 2010 through August 31, 2013.

Wages and Benefits: Incumbent salaries shall be increased as follows for employees earning less than \$50,000 per year:  
September 1, 2010 (1<sup>st</sup> year) – For full-time employees: greater of 3% or \$1,250

For part-time employees: 3%

Effective September 1, 2011, the contract shall be reopened with respect to wages and benefits (with the exception of the retirement benefits fund contribution, which shall be as below) for the second and third years of the contract. During said negotiations, solely with regard to a dispute relating to the subject matter thereto, the no-strike, no lock-out provision of the CBA shall be deemed suspended.

Retirement: The Seminary's Retirement Benefit Fund contribution shall be increased to the following amounts for each eligible employee:

September 1, 2010 – 9.75%

September 1, 2011 – 10.75%

September 1, 2012 – 12%.


The parties agree to add reference to "gender identity" as a protected category in the Civil Rights section of the contract.

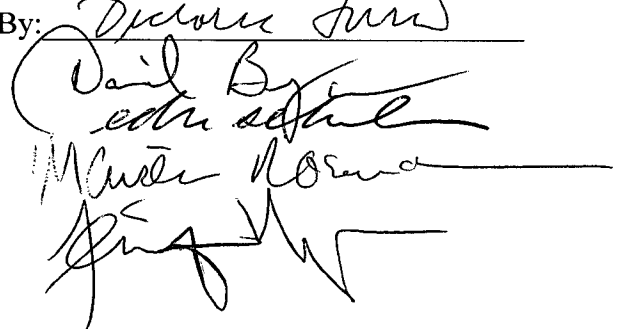
This Agreement is subject to ratification.

Agreed to this 19th day of October, 2010.

UNION THEOLOGICAL SEMINARY

LOCAL 2110, UAW

By: 

By:   
Dorian Furr  
Dail Byrd  
edw adair  
Maurice Brown  
King