

MEMORANDUM OF AGREEMENT

It is hereby agreed between Union Theological Seminary and Local 2110, UAW, that the Collective Bargaining Agreement between the parties effective September 1, 2010, which expired August 31, 2013 and extended to September 9, 2013, is hereby renewed and extended as modified below:

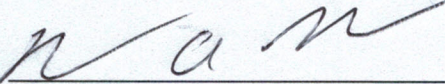
1. Term: 3 years from September 1, 2013 through August 31, 2016.
2. Wages: Employees salaries shall be increased as follows: 3% retroactive to September 1, 2013; 3% effective July 1, 2014; and 3% effective July 1, 2015.
3. Benefits:
 - A. The severance pay benefit provided by Article 7 (C) of the Agreement shall be increased by 1 week's pay in each level of seniority.
 - B. A \$500 ratification bonus will be paid to each bargaining unit member in the first practicable payroll period following ratification of the agreement.
4. Arbitration: Article 18, Step 5 of the contract shall be amended to provide for a designated arbitration panel of Robert Douglas and Bonnie Weinstock, who shall hear cases in rotation by alphabetical order. Hearings shall be held at the Seminary.

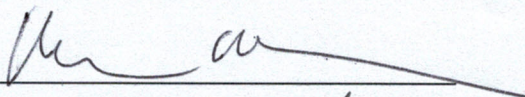
This agreement is subject to ratification.

ACCEPTED AND AGREED:

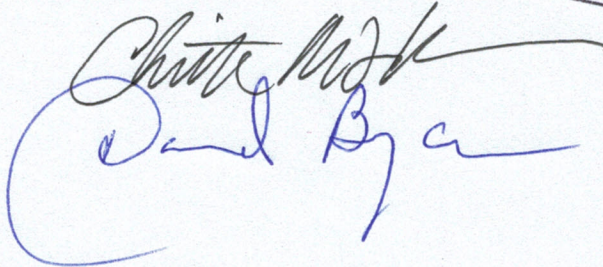
UNION THEOLOGICAL SEMINARY

LOCAL 2110, UAW

By: 

By: 

Dated: November 20, 2013


David Byers