

MEMORANDUM OF AGREEMENT

It is hereby agreed that the collective bargaining agreement between Union Theological Seminary and Local 2110, UAW, which expired June 30, 2016 is hereby renewed and extended, as modified below:

Term: 1 year from July 1, 2016 through June 30, 2017

Wage and Benefits: Incumbent salaries shall be increased for all employees by 3% as of July 1, 2016.

Under the new dental program, the annual benefit maximum is \$1,500.

Employees may carry over accrued vacation for four (4) months past the end of the vacation year in which it was earned.

Each employee will be entitled to spend one (1) day per year on professional development. A "Professional Development Day" will be treated as a regular paid working day. In addition, each employee has an allotment of up to \$500 per fiscal year for professional development. Specific classes and the scheduling of time away from the office must be approved by the employee's supervisor in advance. Requests for UTS to pay for professional development should be given to Human Resources with supervisor's approval prior to the "Professional Development Day".

Other: Employee background checks will be limited to employees processing F1 and J1 visas.

Wage Reopener meeting will be held on March 8, 2017 for the purpose of discussing wages for the next 2 years.

This Agreement is subject to ratification.

Agreed to this 9th day of December, 2016.

UNION THEOLOGICAL SEMINARY

LOCAL 2110, UAW

By: _____

By: _____