December 2, 2025

Dr. Olga Brudastova, President
Local 2110 UAW
350 West 31 Street, Suite 401
New York, NY 10001

Re: <u>Memorandum of Agreement 2025-2029 Collective Bargaining Agreement</u>

Dear Olga:

The collective bargaining agreement effective July 1, 2021 through and including June 30, 2025, shall continue in full force and effect, except as modified by the attached tentative agreements:

- Article IV, Union Rights
- Article V, Hours of Work
- Article VI, Compensation and Article XXVII, Term of the Agreement
- Article VIII, Benefits
- Article IX, Sick Leave
- Article X, Non-Discrimination
- Article XI, Workplace Diversity
- Article XIII, Health and Safety
- Article XIV, Employee Handbook
- Article XV, Temporary Employees
- Article XVIII, Expense Reimbursement
- Article XXI, Layoffs and Severance
- Article XXII, Discipline and Discharge
- Article XXIII, Grievance and Arbitration
- Article XXV, Notice to the Union
- New Article, Artificial Intelligence
- New Article, Parental Leave
- New Article, Vacation and Personal Days
- New Article, Subcontracting

The term of the successor collective bargaining agreement shall be July 1, 2025 through and including June 30, 2029.

If the tentative agreements are ratified, they shall be incorporated into an integrated agreement that will be executed by both parties.

ACCEPTED AND AGREED

CENTER FOR REPRODUCTIVE RIGHTS	LOCAL 2110 UAW
Riham Dewidar	Olga Brudastova
Riham Dewidar Chief People and Culture Officer	Olga Brudastova President
Date: 12/18/2025	Date: 12/12/2025

ARTICLE IV

UNION RIGHTS

Existing paragraph C shall be replaced with language below:

C. One Union representative (the Unit Chair, the Union delegate, or another bargaining unit employee) shall be released with pay to attend *Weingarten* meetings, grievance meetings, or meetings at which discipline is being issued to a bargaining unit employee. The grievant(s) shall also be released to attend grievance meetings without loss of pay.

ARTICLE V

HOURS OF WORK

Existing paragraphs C, D, and F shall be replaced with the language below:

Paragraph C

Regular working hours shall be between 9:30am and 5:30pm. Notwithstanding the foregoing, on occasion, an employee may be required to attend a meeting or event that takes place before 9:30 am or after 5:30pm. In such a case, upon approval from their supervisor, a non-exempt employee may be permitted to adjust their seven (7) hour workday to start earlier or end later. Additionally, the Employer's Flexible Work Policy shall apply to bargaining unit employees.

Paragraph D

Overtime shall be voluntary.

Paragraph F

Non-exempt employees may elect compensatory time, in lieu of payment, for hours worked beyond seven (7) hours in one day, provided the employees use the compensatory time in the same work week. Non-exempt employees may not take compensatory time in a different work week. If a non-exempt employee is unable to take compensatory time in the same week, they shall be paid for the additional hours worked as set forth in paragraph E above.

Paragraphs I and J shall be moved to Article XVIII, Expense Reimbursement, and the remaining paragraphs to be re-lettered.

ARTICLE VI

COMPENSATION

A. Employees shall be compensated pursuant to the Employer's Support Core and Manager career ladders. The career ladders effective as of July 1, 2025 are set forth below.

Career Ladder Band	Starting Salary
Associate*	$ 62,930 [8.5%]
Senior Associate*	$ 68,355 [8.5%]
Coordinator	$73,440 [8%]
Senior Coordinator	$79,920 [8%]
Manager	$95,325-100,450[2.5%]
Senior Manager I	$105,060-122,400 [2.0%]
Senior Manager II	$ 130,560 – 153,000 [2.0%]

*Employees placed in these bands shall be non-exempt and their hourly rate shall be equal to the annual salary for the band divided by 1,820.

B. The Employer shall benchmark salaries every three (3) years and the next benchmarking shall be started no later than October 1, 2026. In no event will salaries be reduced for existing employees or starting salaries in the chart above be reduced as a result of the benchmarking. The Employer shall notify the Union in advance of benchmarking.

C. Beginning on July 1, 2026 and on July 1, 2027, and July 1, 2028, eligible employees (defined in paragraph a below) shall receive a three percent (3%) increase, or the Center increase granted to the non-represented U.S.-based administrative staff, whichever is greater.

a. Employee eligibility:

i. Employees who are hired between July 1st and March 31st of any fiscal year, or who are promoted or receive a permanent pay change between July 1st and June 30th of any fiscal year, shall have their increases pro-rated based on the number of months following hire, or the number of months following the promotion or permanent pay change. (For example, an employee who is hired in October 1, 2025 shall receive three-quarters (¾) of the increase effective July 1, 2026; an employee who is promoted from Associate to Senior Associate effective January 1, 2026, shall receive one-half (½) of the increase effective July 1, 2026.)

ii. Employees who are hired between April 1st and June 30th of any fiscal year, shall not be eligible for any increase on July 1st.

iii. Employees who are on a performance improvement plan on July 1st shall not be eligible for an increase until successful completion of the performance improvement plan. Such increase shall be effective on the date of successful completion.

b. The Employer may, in its discretion, provide increases to employees, in addition to the annual increases set forth in paragraph (C), based on merit or any other non-discriminatory factor.

D. Employees in primary band levels (i.e., Associate, Coordinator) who satisfactorily complete eighteen (18) months of employment shall automatically receive an in-band promotion to the senior band level (i.e., Senior Associate, Senior Coordinator). Employees who receive an in-band promotion shall receive an increase in pay of five percent (5%) or the minimum starting salary of the band level to which they are promoted, whichever is greater.

E. On March 1 each calendar year, employees in the Senior Associate and Senior Coordinator job classifications who have been in their position for at least twenty-four (24) months (as of March 1) will be considered for a promotion. The Employer shall evaluate the employee based on the factors set forth in the Employer's then-prevailing Standard Operating Procedure for the Annual Promotion Process. If the promotion is approved by the Employer, the Employee shall receive an increase in pay of five percent (5%) or the minimum salary of the band level to which they are promoted, whichever is greater. Such increase shall be effective on April 1. If a promotion request is denied, the Employer shall respond to the employee in writing and provide a written explanation of the denial. Nothing in this Article precludes an employee from, at any time during the calendar year, applying to an open bargaining unit position.

F. The definition of "minimum work experience" for the purpose of placing an employee in a career band shall include graduate degree field work for six (6) months or longer.

G. The Support Core and Manager career ladders and Career Lattice for Levels 1-5 shall be appended to this Agreement. Any additional career ladder documents and/or any other explanatory materials shall be available on the Employer's intranet and provided to the Union.

H. A bargaining unit employee shall be eligible to receive up to three hundred dollars ($300) per year for training, conferences, or workshops reasonably related to their career development at the Center, subject to approval by their supervisor based on the needs of the department. Unused professional development funds shall not carry over from one fiscal year to the next and shall not be paid out if the employee leaves the organization.

ARTICLE VIII

BENEFITS

Shall be revised as follows:

a. Paragraph B – Include the rate chart for U.S.-based employees effective January 1, 2028 (see Attachment A).

b. Paragraph C – Update Employer 401(k) contribution from 3% to 7.5%.

ATTACHMENT A

US Employee Medical Insurance Contribution Structure

(Effective January 1, 2028)

Contribution Bracket	Tier	CRR % Contribution	Employee % Contribution
≤$100K	Employee Only	90.0%	10.0%
	Employee + Spouse	85.0%	15.0%
	Employee + Child(ren)	85.0%	15.0%
	Employee + Family	85.0%	15.0%
>$100K	Employee Only	85.0%	15.0%
	Employee + Spouse	80.0%	20.0%
	Employee + Child(ren)	80.0%	20.0%

	Employee + Family	80.0%	20.0%

<u>US Employee Dental Insurance Contribution Structure</u>

Tier	CRR % Contribution	Employee % Contribution
Employee Only	90%	10%
Employee + Spouse	90%	10%
Employee + Child(ren)	90%	10%
Employee + Family	90%	10%

<u>US Employee Vision Insurance Contribution Structure</u>

Tier	CRR % Contribution	Employee % Contribution
Employee Only	90%	10%
Employee + Spouse	90%	10%
Employee + Child(ren)	90%	10%
Employee + Family	90%	10%

ARTICLE IX

SICK LEAVE

Shall be revised as set forth below:

A. Employees shall be awarded **<u>thirteen (13)</u>** ~~twelve (12)~~ sick days each July 1, which may be used throughout the fiscal year. Employees hired after July 1 shall be awarded a pro-rata number of sick days for the fiscal year based on their date of hire.

B. Employees may be excused from work in two (2) hour increments to attend medical appointments; time utilized under this provision shall not be deducted from an employee's bank of sick time.

C. Sick days shall not be carried over to the next fiscal year or paid out upon an employee's separation from employment (voluntary or involuntary).

D. All other terms and conditions concerning sick leave shall be governed by the policies in the Employer's Handbook, including but not limited to Sick Leave, Paid FMLA, and Paid Parental Leave.

E. Waivers.

1. The requirements of the New York City Earned Sick and Safe Time Act are waived pursuant to N.Y. Admin. Sec. 20-916 and the requirements of the New York State Paid Sick Leave Law, New York Labor Law § 196-b are waived because comparable benefits are provided in this Agreement, including but not limited to, the benefits contained in this Article.

2. The requirements of the Washington D.C. Paid Safe and Sick Leave Act are waived pursuant to DC Code § 32-531.06(b) because at least three (3) paid leave days are provided herein.

3. The requirements of the Seattle Paid Safe and Sick Time Ordinance are hereby waived pursuant to Sec. 14.16.120 because comparable benefits are provided for in this Agreement, including but not limited to, the benefits contained in this Article.

4. The requirements of the City of San Diego Earned Sick Leave and Minimum Wage Ordinance are hereby waived pursuant to Sec. 39.0105(g) because the benefits provided for in this Agreement, including but not limited to, the benefits contained in this Article, are greater than those provided by applicable law.

5. Notwithstanding the foregoing, the Employer shall not reduce the number of sick days granted to bargaining unit employees below the amounts set forth in the laws described herein.

F. In addition to the Sick Leave provided herein, Employees shall be eligible for the benefits set forth in the New York State Paid Prenatal Leave Law.

ARTICLE X

NON-DISCRIMINATION

S*hall be revised by adding* "height and weight (for example, body size)."

ARTICLE XI

WORKPLACE DIVERSITY

Paragraph C to be deleted and the remaining paragraphs to be re-lettered.

Paragraph D to be replaced with the following:

D. Any bargaining unit member who serves on the Employer's DEI Advisory Council shall have their participation count as one of their overall goals for the year.

ARTICLE XIII

HEALTH AND SAFETY

Shall be amended with the following:

F. If local weather conditions or other similar events make travel to work difficult or hazardous for an employee and the Employer has not closed the office to which the employee reports (either New York City or Washington DC as applicable), an employee may submit a request to their supervisor to work remotely and such request shall not be unreasonably denied.

ARTICLE XIV

EMPLOYEE HANDBOOK

Shall be revised as set forth below:

A. The policies set forth in the Employee Handbook and Addendum, and the Policy Hub on the Intranet shall apply to bargaining unit members on the same terms and conditions as set forth in the Handbook, and Addendum, or applicable policy except where this Agreement specifies otherwise. Nothing shall preclude the Employer from modifying, changing, or eliminating the policies set forth in the Handbook, Addendum, or Policy Hub provided that such change applies to all applicable employees. A copy of any new or amended Handbook, Addendum, or policy shall be provided to the Union ten (10) business days in advance of providing it to the bargaining unit. Upon the request by the Union, the Employer and Union shall meet to discuss the effects of any modification, change, or elimination of employees' terms and conditions of employment, if any.

B. ~~Notwithstanding paragraph A, during the term of this Agreement, the Employer shall not reduce the number of Personal Days (as set forth in Section 5.2 of the Handbook and Addendum) or the number of Vacation Days (as set forth in Section 5.3 of the Handbook and Addendum) granted to bargaining unit employees.~~

ARTICLE XVI

TEMPORARY EMPLOYEES

Paragraph D shall be deleted and the remaining paragraphs to be re-lettered.

Paragraph C – Shall be revised as follows:

C. If a temporary employee is subsequently hired to fill a part-time or full-time bargaining unit position or if the temporary employee's employment in a bargaining unit position(s) extends beyond six (6) months, the employee shall be covered by this Agreement and their date of hire as a temporary employee shall be the date that is used for purposes of seniority, in-line promotions, and 401(k) eligibility.

ARTICLE XVIII

EXPENSE REIMBURSEMENT

Shall be revised to include paragraphs I and J from Article V, Hours of Work, as follows:

A. All reimbursements for work-related expenses over one hundred dollars ($100) shall be processed within thirty (30) days of submission via Concur (or any replacement reimbursement platform).
B. The Employer's policy with regard to taxi fare reimbursement shall apply to bargaining unit employees. Reimbursements shall be processed within thirty (30) days of submission. These funds will be reimbursed via Concur.
C. Employees who are working from the office on Saturday, Sunday or a holiday shall be eligible for lunch reimbursement. Employees who are working from the office beyond 8:00 p.m. on a regular work day, or from the office on Saturday, Sunday or a holiday beyond 6:00 p.m. shall be eligible for a dinner reimbursement. The amount of the reimbursement shall be determined by the U.S. government per diem policy (currently twenty-six dollars ($26) for lunch and thirty-eight dollars ($38) for dinner). (This provision shall be in lieu of the meal reimbursement provided in the Employer's After Hours Work policy.)
D. All other terms and conditions concerning expense shall be governed by the policies in the Employer's Handbook.

Sideletter #3 – Delete as no longer necessary because policy is already in place.

Sideletter #4 – Delete as no longer necessary because policies have been updated.

ARTICLE XXI

LAYOFFS AND SEVERANCE

Shall be amended with the following:

For a period of twelve (12) months following the date a bargaining unit employee is laid off, provided the Employer has an updated email address on file for the laid off bargaining unit employee (which shall be the responsibility of the employee to update Human Resources), the Employer shall notify laid off bargaining unit employees by email of any open positions in the unit that are posted internally seven (7) business days before the position is posted externally, with a copy to the Union and the Unit Chair. A laid-off bargaining unit employee who applies and interviews for an open role (at which time the Employer will assess their qualifications) and is qualified for the open role shall be offered the position. Should multiple qualified laid-off bargaining unit employees apply and interview for the same open position and such candidates are equally qualified, based on the Employer's good faith assessment, the candidate with more seniority shall be offered the open role. Laid-off bargaining unit employees shall respond to the offer within seven (7) calendar days of receipt to retain reemployment rights.

ARTICLE XXII

DISCIPLINE AND DISCHARGE

Paragraph C shall be revised as follows:

C. Newly hired employees shall have a probationary period of six (6) months. During the probationary period, employees may be disciplined or discharged without just cause and any discipline or discharge during the probationary period shall be subject to the grievance but not the arbitration provisions of Article XXIII, Grievance and Arbitration.

ARTICLE XXIII

GRIEVANCE AND ARBITRATION

Shall be revised as set forth below:

A. Any dispute or controversy arising out of, or in connection with, the application or interpretation of this Agreement (hereinafter, a "grievance"), shall be settled by and between the duly authorized representatives of the Union and the Employer. All grievances must be in writing and must be delivered to the Senior Manager, U.S. Employees and Labor Relations or their designee no later than **thirty (30)** ~~**twenty (20)**~~ business days from the date that the facts giving rise to the grievance were known or should have been known with the exercise of due diligence. The Employer and the Union shall meet to discuss the grievance within fifteen (15) business days of the receipt of the grievance. The Employer shall issue a written response within ten (10) business days of the grievance meeting.

B. Any grievance not settled by the duly authorized representatives of the Union and the Employer shall, at the option of either party, within **thirty (30)** ~~**twenty (20)**~~ business days of the grievance **response** ~~**meeting**~~, be submitted to **one (1) member of the panel of two (2) arbitrators, consisting of Abigail Levy and Marlene Gold. Cases shall be rotated in alphabetical order among the members of the panel.** ~~**arbitration before a single impartial arbitrator chosen in accordance with the Labor Arbitration Rules of the American Arbitration Association.**~~

C. The Arbitrator shall not have the power to add to, subtract from, or modify any of the terms of this Agreement. The decision of the Arbitrator shall be in writing and shall be final and binding upon the Employer, the Union and the employees. The fee of the Arbitrator shall be shared equally by the Employer and the Union. Wherever possible, hearings shall be scheduled on the premises of the Employer.

D. Employees shall have a right to Union representation at each step of the grievance procedure.

E. In the event the time periods set forth in (A) and (B) are not adhered to, then the grievance or the arbitration, as the case may be, shall be barred and the Arbitrator shall have no authority to hear or decide it except for good cause. The Employer and the Union may extend the time limits set forth in (A) and (B) above by mutual agreement. E-mail shall suffice for any writing requirement in this Article. If the Employer fails to respond to the grievance within the time limits set herein, the Union shall have a right to proceed to the next step of the procedure.

F. No individual employee may initiate any arbitration proceeding or move to confirm or vacate an arbitration award.

ARTICLE XXV

NOTICE TO THE UNION

Update Union address to: 350 West 31 Street, Suite 401, New York, NY 10001

***NEW* ARTICLE - ARTIFICIAL INTELLIGENCE**

Create new Article and modify Management Rights as set forth below:

The Employer and the Union acknowledge that artificial intelligence tools ("AI Tools") are becoming more accessible to fulfill specific needs that may advance the Employer's mission and/or employees' job duties. The parties shall discuss AI Tools and best practices for the use of such technology in the workplace at Labor-Management Committee meetings, when questions arise.

Modify the 2nd to last line of Management Rights as follows: "the right to introduce or change technology, provided that, upon request of the Union, the Parties negotiate the impact of such change on bargaining unit employees' terms and conditions of employment, if any; . . ."

***NEW* ARTICLE – PARENTAL LEAVE**

A. Employees shall be eligible for sixteen (16) weeks of paid parental leave in the twelve (12) months following the birth, adoption, foster, or other placement of a child. All employees are eligible for parental leave from the first date of employment. In the event an employee is on parental leave on July 1st of a given year, said employee will receive their annual allocation of sick days and shall continue to accrue vacation, as of that date. Employees should notify Human Resources at least thirty (30) days in advance of their anticipated leave date. Human Resources shall provide employees with FMLA certification documents within five (5) business days of such notice.
B. Short**-Term Disability, FMLA and State Paid Family Leave.** Employees may take any state paid family leave that is available to them based on their place of residence, which will run concurrently with the Center's paid parental leave. FMLA shall also run concurrently with the Center's paid parental leave. Short-term disability for the birthing parent shall be taken prior to, and shall be

concurrent with FMLA leave, but shall not be concurrent with any state paid family leave, unless required by applicable law.

C. **Paid Time Off.** Employees may (but will not be required to) use vacation, sick, and/or personal time to extend or "top off" their parental leave and state-based paid family leave (e.g., NYS PFL).

D. **Unpaid Leave.** Employees who are regularly scheduled to work at least thirty (30) hours per week may be eligible to take unpaid leave following their Parental Leave. Employees on unpaid leave are not eligible for benefits. An employee who needs unpaid leave should contact Human Resources to coordinate their unpaid time off.

NEW ARTICLE - VACATION AND PERSONAL DAYS

A. **Vacation.** Employees shall be covered by the Employer's then-prevailing Vacation policy, which currently provides:
Exempt Employees: Twenty-two (22) days per year (accrued at the rate of 1.83 days/month) and exempt employees with ten (10) or more years of service accrue twenty-five (25) days per year (accrued at the rate of 2.08 days/month)
Non-Exempt Employees: Seventeen (17) days per year (1.42 days/month); at the 3rd anniversary, nineteen (19) days per year (1.58 days/month), and at the 5th anniversary, twenty-two (22) days/year (1.83 days/month).
Part-time employees shall receive vacation benefits on a pro-rata basis.

B. **Vacation Carryover and Payout.** Exempt employees with fewer than eight (8) years of consecutive employment, may carryover up to fifteen (15) accrued but unused vacation days to the next fiscal year. Employees with eight (8) or greater years of consecutive employment, may carryover all accrued but unused vacation days to the next fiscal year.
Non-exempt employees with fewer than eight (8) years of consecutive employment, may carryover up to twelve (12) accrued but unused vacation days to the next fiscal year. Employees with eight (8) or greater years of consecutive employment, may carryover all accrued but unused vacation days to the next fiscal year.
Up to thirty-three (33) days of vacation shall be paid out at the end of an employee's employment (either voluntary or involuntary separation).

C. **Personal Days.** Employees shall receive five (5) personal days each fiscal year, which are front-loaded on July 1 (employees hired after December 31st receive two and one-half (2½) personal days). All other provisions of the Employer's Personal Days policy shall continue to apply.

NEW ARTICLE - SUBCONTRACTING

Twice per year (in January and July), the Center will provide the Union with a list of the names of subcontractors who performed bargaining unit work, a description of the work performed, and the start and end date of the work.