

MEMORANDUM OF AGREEMENT

It is hereby agreed between Union Theological Seminary and Local 2110, UAW, that the Collective Bargaining Agreement between the parties effective July 1, 2017, which expired June 30, 2019, is hereby renewed and extended, as modified below:

1. Term: 4 years from July 1, 2019 through June 30, 2023.
2. Wages: Employees' salaries shall be increased as follows: 2.5% retroactive to July 1, 2019; 3% effective July 1, 2020; 3.5% effective July 1, 2021; and 4% effective July 1, 2022. Same amounts applied to the minimum rates each year of the contract.
3. Promotional opportunities: Form joint Labor Management Committee to review, revise and upgrade classifications, related procedures and job descriptions.
4. Professional development:
 - Reflect the current UTS benefit of \$500 toward professional development, including a day off with pay, to attend seminar, conference, etc.
 - Employees may carry over unused benefit to the following fiscal year.
5. Education fund: Reimburse employees once per contract year for employee's pursuit of degree or professional certification program for the term of the contract as follows:
 - Undergraduate: \$1,000
 - Graduate or certification: \$2,500
 - a) Request to be made in advance to utilize the funds.
 - b) All certification programs must be for professional development.
6. The following modifications to be made under Article 12 (A) Health Insurance:
 - Effective July 1, 2019, employees electing the Oxford Platinum PPO 5/15 plan will contribute a monthly portion equal to 50% of non-union employees.
 - Effective July 1, 2020, employees electing the Oxford Platinum EPO 5/15 Single Employee option, will contribute a \$25 monthly portion. Thereafter, the contribution will be capped at 11.4% of non-union employees' monthly contribution.
7. Any improvements in the dental plan negotiated by UTS with the carrier will also be granted to 2110 employees.

This agreement is subject to ratification.

ACCEPTED AND AGREED:

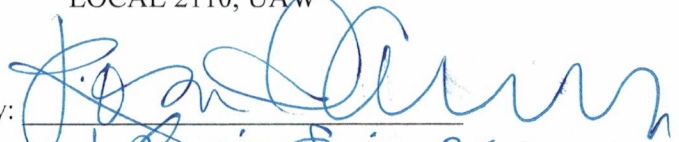

UNION THEOLOGICAL SEMINARY

By: 

Dated: August 21, 2019


8/21/19

LOCAL 2110, UAW

By: 
Diana Simon
Shana L. Mathis

Alberta M. Cents/jb