



CHURCH WORLD SERVICE



National Council of the Churches

Side Memo Agreement

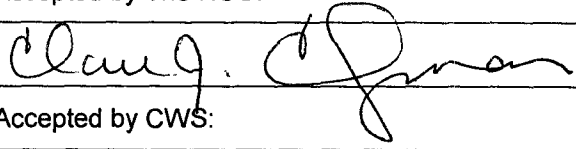
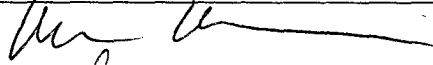
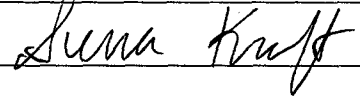

Date: 12-08-2011

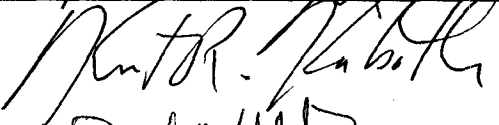
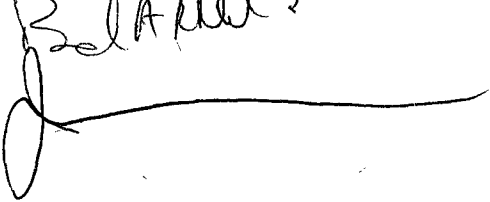
Re: Agreement on selected bargaining unit issues

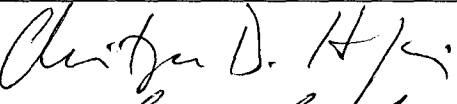
- 1 - The employers will create a new higher level Grade 30+ union staff category. The yearly salary for this grade will be equivalent to \$62,400.00 as of March 31, 2011. Any increase effective April 1, 2011 will also apply to this grade. Positions included in this grade will need to fill an organizational programmatic and/or administrative need, will need to have funding available and must qualify for the administrative or other exemption from overtime pay requirements. The Grade 30+ positions will be exempt from all overtime rules as set forth in Article 9.5 and all compensatory time rules as set forth in Article 9.8.
- 2 - The parties do not waive their positions with respect to the appropriate inclusion or exclusion from the CBU of any of current IRP Associate Directors, (Legal Program, International Programs, Pre Arrival, Post Arrival, and Urban Refugees). The parties do agree that the five current IRP Associate Directors (Fuys, Fleisher, Vines, Pinkham and Rodgers) will remain out of the bargaining unit. It is also agreed that should any of these positions become vacant, before posting or if there is a substantial change in position duties, CWS shall meet with the Joint Labor Management Committee on Job Specifications to review the Job Description Essential Duties to determine if there are enough non-supervisory administrative duties to reclassify as a Grade 30+ CBU position. The union agrees to withdraw with prejudice the arbitrations and/or grievances it filed concerning the positions of Andrew Fuys, Rhonda Fleischer and Graeme Rodgers.
- 3 - The NCC and the Union agree that the current contractual arrangements with the following individuals (whether as employees of NCC, temporary employees, per diem employees, or contractors) shall be either eliminated or included within the bargaining unit by no later than December 31, 2011: Clara Wong, Melissa Dixon, Elizabeth During, Meagan Manas, Suzanne Campise, Ammon Ripple and Joe Strife. The union agrees to withdraw with prejudice the arbitration it filed on or about August 5, 2011 concerning this matter. The parties further agree that when the Media Relations Specialist position (currently held by Phil Jenks) becomes vacant, it will be included in the union unit after any traditional management duties are moved from the position. The parties further agree that the NCC will continue to contract with local Theological Seminaries to participate in their Intern Programs where students are engaged during their studies to

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have practical work experiences in their field of study. These Interns will not be performing traditional union work.

Accepted by The NCC:	Accepted by Local 2110 UAW:
	
Accepted by CWS:	
	


Kurt R. Kabis
Bel A Helt



Christopher D. H...
