

MEMORANDUM OF AGREEMENT

This Agreement entered into this 8th day of December 2011, by and between the Association of Ecumenical Employees Local 2110/UAW ("the Union") and the National Council of Churches (NCC) and Church World Service (CWS) ("the Employers").

WHEREAS, the parties are desirous of extending and renewing the present collective bargaining agreement, ("the 2008 – 2011 Agreement") and addressing certain terms and conditions thereto as hereinafter set forth;

NOW, THEREFORE, the aforesaid 2008 - 2011 collective bargaining agreement is extended and renewed for the two (2) year term from April 1, 2011 to and including March 31, 2013 with the following modifications:

1. Wages:

- (a) Effective April 1, 2011, employees on staff as of that date and still on staff as of the ratification of this agreement shall receive an increase in their annual wages of three and one half percent (3.5%) payable in their base rate.
- (b) Effective April 1, 2012, employees on staff as of that date shall receive an increase in their annual wages of three percent (3%) payable in their base rate.
- (c) The schedule of annual salary amounts in article 14.1.4 be modified in accordance with the increase in wages as per past agreement.
- (d) The salary ranges shall be increased by the same amounts as the negotiated wage increases on the same effective dates as per past agreement.

2. Child Care:

- (a) The NCC and CWS will provide an annual child care fund to their employees with children who are thirteen (13) years of age or younger in accordance with a program and formula developed by the Union and approved by the NCC and CWS. Such approval shall not be unreasonably withheld.
- (b) The fund for CWS employees will be at \$3,000 per eligible child with a maximum of \$15,000 (if there are over five children, each child will receive an equal prorated share of the \$15,000) effective with the ratification of the contract and again \$15,000 effective April 1, 2012. The funds will be budgeted operational expenses and will not roll over to the following year.
- (c) The NCC will fund any eligible child of the NCC staff at a rate of \$1,500 for each of the two years, with a maximum of \$3,000 per year. The funds will be budgeted operational expenses and will not roll over to the following year.

3. Training:

- (a) The NCC and CWS agree to establish a training benefit and program, to be administered by a representative of the respective Human Resources Offices. The purpose of the training benefit will be to enhance skills and to provide career development consistent with the objectives and goals of the employers. There will be a Joint Committee to advise the HR representatives as to the direction and development of plans for the use of these funds.

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- (b) The benefit for CWS employees will be \$25,000 on April 1, 2011 and \$25,000 on April 1, 2012. The funds will be budgeted operational expenses and will not roll over to the following year.
- (c) The benefit for NCC employees will be \$5,000 for each year of the contract. The funds will be budgeted operational expenses and will not roll over to the following year.

4. Pension:

- (a) CWS will continue the current 11% contribution level for current employees. Any new hired employees after the ratification of the agreement will receive a 9% contribution for their first three years of employment and increase to the 11% contribution at the beginning of their fourth year of employment.
- (b) The NCC employees will move to a 9% contribution effective the first of the month following the ratification of this agreement. The employees will "snap back" to an 11% contribution on March 31, 2013. Any new hired employees after the ratification of the agreement will receive a 9% contribution for their first three years of employment and increase to the 11% contribution at the beginning of their fourth year of employment.

5. Health Care:

- (a) The employers agree to continue the current primary health insurance plan, Cigna, along with the current additional two optional carriers, Emblem Health (HIP) and Aetna HMO
- (b) The employers will continue the current contracted bands of employee premium contributions, adjusted for any wage increase agreed to herein.
- (c) The employers will maintain the current dental/vision coverage.
- (d) The employers will continue the current contribution arrangements for part time employees.

6. Health Insurance for former CBU members in retirement

- (a) CWS will move former CBU members in their retirement program into a Cigna Group Medicare Supplement plan effective January 1, 2012.
- (b) The NCC will move former CBU members in their retirement program to the CWS Cigna Group Medicare Supplement effective January 1, 2012.
- (c) CWS will provide the Cigna Group Medicare Supplement plan for current CBU members, both CWS and NCC, who qualify for the health insurance in retirement program.
- (d) CWS will maintain the HIP Medicare Supplement program for former NCC CBU members that are currently enrolled in the HIP Medicare Supplement program and allow those current NCC CBU members that are enrolled in the HIP insurance program to move to the HIP Medicare Supplement program in retirement.

7. Seniority Lists

- (a) Effective with the ratification of this agreement employees shall retain seniority rights (eg; bumping rights) only with respect to positions within the organization by which they are employed and ICCR.
- (b) Seniority for CWS or NCC employees shall continue to be measured as of the date of original hire with CWS and/or NCC, whichever date of original hire with CWS or NCC was earlier, shall be deemed to be continuous during any period when an employee was or in the future is employed at either CWS or NCC.

and
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8. Agreement with the Union related to the NCC layoffs on November 18, 2011

- (a) Please see attached Side Memo Agreement

9. Collective Bargaining Unit staff exclusions

- (a) Please see attached Side Memo Agreement

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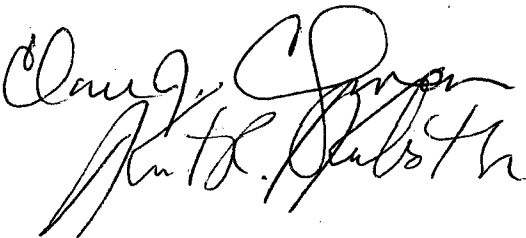
This Agreement shall be effective April 1, 2011 and shall continue in full force and effect until midnight March 31, 2013. Unless one party hereto gives notice to the other party, in writing, sixty (60) days prior to March 31, 2013, this Agreement shall continue in full force and effect for an additional year and henceforth from year to year unless either party gives the other party sixty (60) days written notice prior to any anniversary of the original expiration date.

IN WITNESS WHEREOF, each of the parties hereto will cause this Agreement to be executed by its duly authorized officer(s) effective April 1, 2011.

This agreement is subject to ratification.

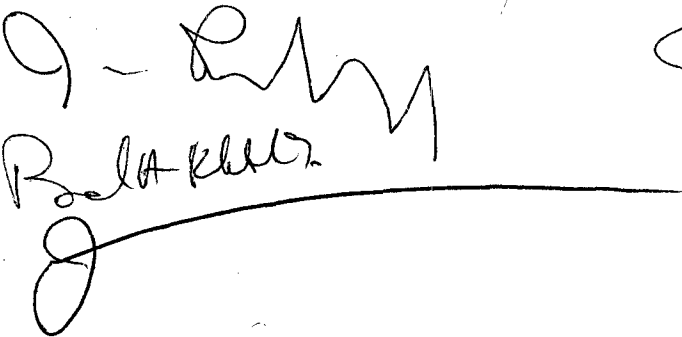
THE NATIONAL COUNCIL OF
THE CHURCHES IN THE U.S.A.

By:



CHURCH WORLD SERVICE, INC.

By:



THE ASSOCIATION OF
ECUMENICAL EMPLOYEES, LOCAL
2110, UAW

By:

