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This Agreement is made and entered into October 15, 2001 between the New York Association for New Americans, Inc. (NYANA) and Local 2110/UAW (the Union) to extend the collective bargaining agreement in full force and effect through December 31, 2003 with the following modifications:

1. All employees shall receive the following wage increases:
 - 4% effective 11/1/01
 - 3% effective 1/1/02
 - 3% effective 1/1/03
2. Sick leave shall be increased to ten days per year.
3. All employees shall be covered by the Agency's CIGNA dental plan in lieu of any other dental plan.
4. The amount of the bonus in lieu of health benefits shall be increased from \$750/year to \$1300/year payable in 26 installments.
5. ¶ 4 under Leaves (p. 13 of the base document) shall be modified such that an employee ~~may~~ has the option of taking two unpaid leaves as long as the total number of weeks absent is no more than 12.

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The Agency's holiday schedule will be in effect and
6. Employees shall be entitled to an additional
week of vacation effective 11/1/02.

7. The employees shall be covered by the Agency's
pension plan. In lieu of the first year's contribution,
(2001), each employee shall receive a bonus equivalent
to five (5) percent of salary ^{effective 11/1/01}. At the employee's
option, the employee may open a tax-deferred
account, and ~~the Agency~~ NYANA will pay the 5%
into the account. ~~Employees~~ Employees who
continue to be employed will be vested in the
plan as of ^{11/1/04} ~~11/1/02~~.

8. The agreement on substitutes shall continue
in effect except that after the contract is ratified,
a teacher subcommittee will meet with the
School Director to discuss expansion of the
sub pool.

9. This Agreement is subject to ratification.

Local 2110/NAHW:

New York Assoc on New American

Jim Rosen

John Val

Robert Smith

Mr. D'Amico Sec

Jim Forrester

Tracy Carst