

## MEMORANDUM OF AGREEMENT

It is hereby agreed by and between District 65, UAW and Union Theological Seminary that the contract which expired June 30, 1992 is hereby renewed and extended, as modified below:

1. Term - 3 years - July 1, 1992 - June 30, 1995
2. Wages - 4% increase each July 1st. Minimum rates increased by the same amount.
3. District 65 Security Plan - Effective July 1, 1992 the Employer contribution shall be modified from 2% to 1% of gross earnings.
4. Reclassification - In lieu of an upgrade, the three incumbent Library Assistants shall receive an increase of \$1,000, effective July 1, 1992. The 4% increase shall be calculated after the addition of the \$1,000 increase to their base salary.
5. Health & Safety
  - a) No employee shall be assigned to work in a hazardous area.
  - b) The Seminary recognizes its obligations to comply with the law with regard to asbestos removal. The Seminary shall provide the Union with copies of all notices, testing results and clearance reports related to asbestos work. Such notices shall be provided in a timely manner.
  - c) The Seminary shall comply with ASHRAE standards on heating and ventilation.
  - d) The Seminary shall make available a list of any known harmful or toxic substances present in the facilities.
  - e) The Health & Safety committee shall meet as often as necessary, but at least twice a semester during the 1992-93 school year and at least once each semester thereafter.
  - f) The Seminary will take into account the best available information concerning safety and ergonomic design to prevent eyestrain and musculo-skeletal problems with computer work stations and will bear in mind possible hazards arising from exposure to low frequency electro-magnetic fields.
6. Non-discrimination - add citizenship to Article 4
7. New Technology - Amend Article 20 - The Seminary shall provide adequate training on work time, for employees required to operate new technology, including new computer software programs.

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8. Life Insurance - Increase from \$7,500 to \$10,000 per covered employee.

Retroactivity only for those still employed as of the date of ratification.

This agreement is subject to ratification and shall be recommended by the committee.

Agreed to this 11th day of September, 1992

UTS

By: Patricia R. Butts  
By: Maritza Arlequin-Aleem  
By: Victor Michael Singletary

DISTRICT 65, UAW

By: Annie Dowdell  
By: Cecil R. Mullins  
By: Melody Johnston  
By: Irma Levesque  
By: Susan Lyons