

PROPOSED

AGREEMENT FOR AMENDMENT OF CBA

between

INTERFAITH CENTER ON CORPORATE RESPONSIBILITY

and

THE ASSOCIATION OF ECUMENICAL EMPLOYEES, LOCAL 2110, U.A.W. ("Union")

The Union and Employer are parties to a collective bargaining agreement dated October 5, 2017 ("CBA"). Pursuant to Article 30, the CBA "shall be effective October 1, 2017, and shall continue in full force and effect until midnight September 30, 2020. Unless one party hereto gives notice to the other party in writing sixty (60) days prior to September 30, 2017, 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."

On July 29, 2020, the Union requested to negotiate amendments or changes to the Agreement.

Following good faith negotiations, the Union and Employer have reached an understanding and agreement on the terms and conditions of an amendment to the CBA, effective October 1, 2020. As agreed and set forth below, the parties CBA is modified only to the extent expressly set forth below, and shall otherwise remain unchanged. The parties hereby agree to amend the CBA ("Amendment") as follows:

1. Effective October 1, 2020, amend Article 30 to change the expiration date, to state that the CBA: "...shall be effective October 1, 2020, and shall continue in full force and effect until midnight September 30, 2023. Unless one party hereto gives notice to the other party in writing sixty (60) days prior to September 30, 2023, 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."
2. Effective October 1, 2020, amend Article 8.1 to state as follows:

8.1 Effective October 1, 2020, unit employees on the payroll as of that date shall receive an increase in annual wage rate of 3%.

Effective April 1, 2021, 1% signing bonus to be paid on first payroll date after 4/1/2021 for all bargaining unit employees on the payroll as of that date.

Effective October 1, 2021, unit employees on the payroll as of that date shall receive an increase in annual wage rate of 3%.

Effective April 1, 2022, 1% signing bonus to be paid on first payroll date after 4/1/2022 for all bargaining unit employees on the payroll as of that date.

Effective October 1, 2022, unit employees on the payroll as of that date shall receive an increase in annual wage rate of 3%.

Effective April 1, 2023, 1% signing bonus to be paid on the first payroll date after 4/1/2023 for all bargaining unit employees on the payroll as of that date.

3. Effective October 1, 2020, amend Article 8.2 as follows:

8.2 The minimum annual salaries for each existing job grade shall increase by 2% each year in accordance with the schedule below:

<u>Date of Increase</u>	<u>Increase</u>
10/1/20	2.00%
10/1/21	2.00%
10/1/22	2.00%

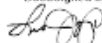
- 4. Effective October 1, 2020, the salary levels delineated in Article 14.2.1 shall be increased each year of the contract by the same amounts as the across the board increases (3%).
- 5. This proposed Amendment must be accepted and signed by both parties by Friday, September 25, 2020. If not accepted and delivered by that date, the offered terms of this proposed Amendment shall expire and cannot thereafter be accepted.

IN WITNESS WHEREOF, the parties have signed this agreement on September 18, 2020.

The Association of Ecumenical Employees
Local 2110, U.A.W.

Interfaith Center on Corporate
Responsibility

DocuSigned by:



By: _____

By: _____

Lisa Jessup, Local 2110 UAW

Josh Zinner, CEO

9/18/2020

9/18/20

Date

Date