

Stipulation of Agreement

Agreement made this ___ day of June, 2009 by and between Local 2110, UAW (the Union) and Rabinowitz, Boudin, Standard, Krinsky, & Lieberman, P. C. (the Employer).

- I. The current Collective Bargaining Agreement between the parties is hereby extended for a period of three (3) years, retroactive to July 1, 2008, up to and including June 30, 2011, in all its terms and conditions except as specifically provided hereafter:
- II. Effective July 1, 2008, all employees in the bargaining unit as of that date shall receive an increase of forty-five dollars (\$45.00) per week, pro rated.
- III. Effective July 1, 2008, Lisa Vazquez shall receive an additional increase of twenty dollars (\$20.00) per week.
- IV. Effective July 1, 2009, all employees covered by this agreement shall receive an increase of forty dollars (\$40.00) per week, pro rated.
- V. Effective July 1, 2010, all employees covered by this agreement shall receive an increase of thirty dollars (\$30.00) per week, pro rated.
- VI. In the first year only of this agreement, Employer shall make a one time lump sum seniority bonus payment of one thousand one hundred dollars (\$1,100) each to Kezia Gleckman Hayman and to Lisa Vazquez.
- VII. Effective July 1, 2008, the SEP I.R.A. annual contribution for qualified employees shall be increased to one thousand dollars (\$1,000). All new employees, hired after the date of this agreement, shall be eligible to participate in the SEP I.R.A. benefit after completion of two (2) years employment.
- VIII. For all new employees hired after the date of this agreement, the following provisions shall apply with respect to medical and dental insurance coverage:
 1. The employer shall continue to pay the full premium cost for individual medical and dental care coverage.
 2. If an employee wishes to obtain insurance coverage of such employee's spouse only (no children), the employee shall pay one hundred per cent (100%) of the monthly difference between the individual and the family premium in the plan then in effect. Payment shall be made, to the extent lawful, by salary reduction of pre-tax dollars.
 3. If an employee wishes to obtain insurance coverage of such employee's spouse and child(ren), the employee shall pay eighty per cent (80%) of the monthly difference between the individual and the family premium in the

plan then in effect. Payment shall be made, to the extent lawful, by salary reduction of pre-tax dollars.

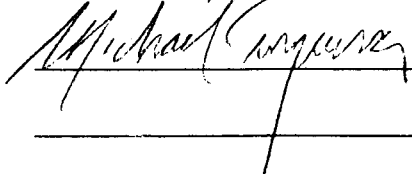
4. An employee wishing to obtain medical or dental insurance coverage for such employee's child or children alone (without spousal coverage) shall do so through the coverage of the employee's spouse (or the child's other parent), unless such coverage through the spouse or other parent is not available and cannot be obtained by the best efforts of the employee and/or his(her) spouse (or the child's other parent). Such insurance shall provide coverage with a doctor's network in the New York City area broad enough to provide meaningful access to appropriate medical services. If the marginal cost paid by the employee (or employee's spouse or child's other parent) to cover the child(ren) on the spouse's or other parent's plan is greater than the marginal cost of what the employee's premium contribution to the employer's plan would be under paragraph 5 below, the employer shall contribute 50% of the difference between the two marginal costs.

5. If, and only if, medical and dental coverage for an employee's child(ren) (with a doctor's network in the New York City area broad enough to provide meaningful access to appropriate medical services) is not available through the spouse or other parent and cannot be obtained by the best efforts of the employee and/or his(her) spouse (or the child's other parent), the employer shall provide coverage for such employee's child(ren) alone (no spousal coverage) under the employer's plan then in effect, provided that the employee shall contribute thirty-five percent (35%) of the monthly difference between the individual and the family premium in said plan. Payment shall be made, to the extent lawful, by salary reduction of pre-tax dollars.

IX. The provision in the current contract providing for payment of one thousand dollars (\$1,000) to an employee who waives medical and dental insurance coverage of his (her) spouse, because such spouse is covered under another plan, is hereby deleted.

X. The Union waives any grievance or claim that arose, or are or could be based on acts, events, or conditions prior to February 12, 2009, ~~unless such grievance arose out of circumstances the~~ ^{PE} _{EL} Union was not aware of as of February 12, 2009.

For Local 2110, UAW



For Rabinowitz, Boudin, Standard, Krinsky, & Lieberman, P.C.

