

**MEMORANDUM OF AGREEMENT BETWEEN
INTERFAITH CENTER ON CORPORATE RESPONSIBILITY
AND LOCAL 2110 UAW**

Memorandum of Agreement made this 8th day of May 2024 (the “Agreement”) between INTERFAITH CENTER ON CORPORATE RESPONSIBILITY (“ICCR”) and THE ASSOCIATION OF ECUMENICAL EMPLOYEES, LOCAL 2110, UAW (the “Union”).

WHEREAS, ICCR and the Union are parties to a collective bargaining agreement (with term from October 1, 2017 to September 30, 2020), as amended by the subsequent memorandum of agreement (with term from October 1, 2020 through September 30, 2023) (together, the “CBA”); and

WHEREAS, ICCR and the Union have been engaged in good faith negotiations for a successor collective bargaining agreement; and

WHEREAS, ICCR and the Union have reached an understanding and agreement on the terms and conditions of a successor collective bargaining agreement, subject to ratification by the members of the bargaining unit and approval of the Board of Directors of ICCR.

NOW, THEREFORE, the parties’ CBA that expired by its terms on September 30, 2023, is modified only to the extent expressly set forth below, and shall otherwise remain unchanged.

1. REVISE COVER PAGE, PAGE 1 AND ARTICLE 30: DURATION

- Revise contract cover page to reflect new contract start and end dates (a three-year term, from October 1, 2023 through September 30, 2026)
- Revise date of agreement on page 1
- Revise effective dates in Article 30

2. REVISE SECTION 8.1: SCHEDULE OF WAGE RATE INCREASES

- a. Following ratification of this Agreement by the union, unit employees on the payroll as of the date after ratification shall receive an increase in annual wage rate of 5.00%, retroactive to either October 1, 2023, or their date of hire if hired after October 1, 2023. The retroactive payments will be made on the first regularly scheduled payroll date after ratification.
- b. Effective October 1, 2024, unit employees on the payroll as of that date shall receive an increase in annual wage rate of 4.00%.
- c. Effective October 1, 2025, unit employees on the payroll as of that date shall receive an increase in annual wage rate of 3.00%.
- d. One-time signing bonuses upon ratification:

- i. 2024: 1.0% signing bonus, to be paid on first payroll date after ratification if possible, for all bargaining unit employees on the payroll as of that payroll date who have completed their probationary periods.
- ii. 2025: 1.0% signing bonus to be paid on first payroll date after April 1, 2025, for all bargaining unit employees on the payroll as of that payroll date who have completed their probationary periods.
- iii. 2026: 1.0% signing bonus to be paid on first payroll date after April 1, 2026, for all bargaining unit employees on the payroll as of that payroll date who have completed their probationary periods.

3. REVISE SECTION 8.2: SCHEDULE OF MINIMUM ANNUAL SALARIES

a. Effective upon ratification, the employer shall pay and unit employees shall receive no less than the minimum annual salaries as set out below:

- i. Grade 27- \$64,620.71
- ii. Grade 28- \$70,000.00
- iii. Grade 29- \$80,000.00
- iv. Grade 30- \$96,080.30

b. During the second and third years of this Agreement, the minimums described above increase by 2.00% on the dates referenced above for wage increases in 2024 and 2025 set forth in Sections 8.1(b) and (c).

4. Amend Section 10.7.1: Extend probationary period to three (3) months.

AMEND to read as follows:

“All newly hired employees shall be on probation for a period of three (3) months. Such three-month period may be extended an additional one-month where necessary by giving prior notice to the Union.”

5. Amend Section 14.2.1: Replace language on employer share of health insurance premiums, in Section 14.2.1(a)—(c), with the following:

“During the term of the Agreement, ICCR will pay the following percentages of the cost of insurance provided under Section 14.1, (a) 100% of the cost (whether for individual or dependent coverage) for employees earning less than \$80,000 per year; (b) 90% of the cost (whether for individual or dependent coverage) for employees earning \$80,000 to \$89,999 per year; and (c) 80% of the cost (whether for individual or dependent coverage) for employees earning \$90,000 or more per year.”

6. ADD NEW SECTION 14.2.3 to read as follows:

“ICCR will make a \$500 contribution to the flexible spending account (“FSA”) of any employee who is eligible for health insurance coverage, but elects not to receive coverage through ICCR.”

7. ADD NEW SECTION 14.2.4 to read as follows:

“ICCR commits to maintaining a health plan that is in line with the requirements of New York State law on coverage for reproductive health and gender-affirming care.”

8. Section 16.1: AMEND FIRST SENTENCE:

“Beginning with the first regular pay period following an employee’s completion of their probationary period, ICCR shall bi-weekly contribute a sum of money equal to eleven percent (11%) of the gross wages of all regular full-time employees and regular part-time employees (21 or more hours), and five percent (5%) of the gross wages of other part-time employees (regularly 15 to fewer than 21 hours a week), to the Interfaith Center on Corporate Responsibility 403(b) defined contribution plan.”

9. Section 23.1: AMEND to read as follows:

“The ICCR will provide an annual Child Care Fund of \$6,000 to be distributed as a child care subsidy, up to a maximum of \$2,000 per employee and \$1,000 per child, to employees with children who are thirteen (13) years of age or younger in accordance with a program and formula to be developed by the Union. Such approval shall not be unreasonably withheld.”

10. ADD NEW SECTION 14.10 to read as follows:

“During the term of the Agreement, ICCR will provide an annual Medical Travel Fund of \$10,000 to be distributed as a medical travel subsidy, up to a maximum of \$3,000 per employee per year, to be made available to reimburse employees for reasonable travel expenses for their own medical care, in the event they require medical services that are not accessible to them through a medical provider within 150 miles of their residence. Employees do not need to disclose the nature of the medical services or to demonstrate medical necessity for the procedure in order to be eligible for travel reimbursement. The Employee must discuss in advance with ICCR management regarding reasonable travel and accommodation costs. This benefit is available only to employees within the United States for travel within the United States.”

11. ADD NEW SECTION 12.8 to read as follows:

“During the periods from July 1-5, 2024, December 25, 2024 through January 1, 2025, June 30-July 4, 2025, and December 25, 2025 through January 1, 2026, and June 29-July 3, 2026, ICCR will grant paid leave to regular full-time and part-time employees who are actively employed and otherwise scheduled to work during that period. Depending on operational needs, ICCR reserves sole discretion to designate specific employees to work during specific portions of this period. If an employee is designated to work during this period, ICCR will give the employee notice in advance and will provide the employee with paid time off in the

amount of hours actually worked during the period, to be scheduled and used within 60 days.”

11. ADD NEW SECTION 9.12 – Remote Work Stipend to read as follows:

“ICCR will provide an annual remote work stipend in 2024, 2025 and 2026. The amount of the stipend and eligibility will be determined annually at management discretion. For 2024, the remote work stipend will be \$500, of which \$300 was previously paid in January 2024, the additional \$200 will be paid in two installments, within 30 days and 90 days of ratification of the Agreement, to full-time employees actively employed on those respective dates. For 2025 and 2026, the stipend will be \$500, payable in equal quarterly installments, within 14 days after the end of each calendar quarter, to full-time employee actively employed on the date of the payment. Additional one-time home office expenses may be approved at management discretion. These must be approved in writing by management in advance and will be purchased by ICCR or, where authorized, by the employee and submitted for reimbursement through applicable procedures.”

12. Article 30 – Duration – revise effective dates:

From October 1, 2023 through September 30, 2026

IN WITNESS WHEREOF, ICCR and the Union have signed this Agreement in the year and day first above appearing.

**THE ASSOCIATION OF
ECUMENICAL EMPLOYEES
LOCAL 2110 UAW**



By:

05 / 17 / 2024

Date:



Meg Jones-Monteiro



Julie Wosaty

Lyina Falada

**INTERFAITH CENTER ON
CORPORATE RESPONSIBILITY**



By:

05 / 20 / 2024

Date: