

MEMORANDUM OF AGREEMENT

It is hereby agreed between Local 2110, UAW and Union Theological Seminary that the collective bargaining agreement which expired June 30, 1998 is hereby renewed and extended, as modified below:

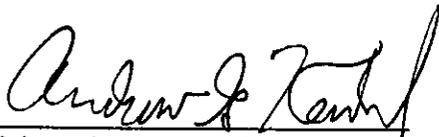
1. Term - 38 months from July 1, 1998 through August 30, 2001.
2. Wages -
July 1, 1998 - 3%
July 1, 1999 - 3%
July 1, 2000 - 3 %
3. Health Insurance -
 - A) Those employees previously "grandfathered" shall continue to be exempt from the obligation to pay premiums including any employee previously separately excepted from premiums.
 - B) Indexing of the salary breakpoint below which contributions are not required shall be continued during this three year period.
4. Supplemental Benefits -

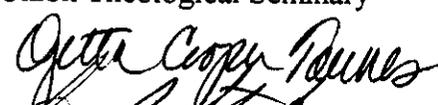
The Employer shall no longer contribute .025%, but rather shall be obligated to continue the G.H.I. dental coverage currently provided, including family coverage, without employee contribution.
5. Leaves -

The Employer shall give good faith consideration to requests for unpaid leaves of absence of up to six months. The Employer shall retain the option to deny said leave request based on staffing considerations. Such leave shall not be for the purpose of taking alternative employment.

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

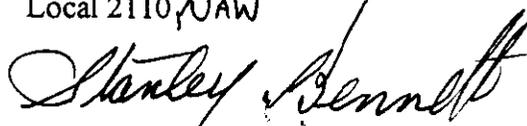
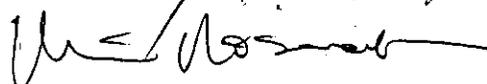
Agreed to this the 21st day of October, 1998.



Union Theological Seminary






Local 2110, UAW



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MEMORANDUM OF AGREEMENT

It is hereby agreed by and between Local 2110, UAW and Union Theological Seminary that the Agreement which expired August 31, 2001 is hereby renewed and extended, as modified below.

1. Term: Three years - September 1, 2001 through August 31, 2004.

2. Wages and Incentives:

- September 1, 2001 - 3%
- September 1, 2002 - 3%
- September 1, 2003 - 3%

3. Dental: The Seminary shall either contribute the required per month contribution for single and dependent coverage, respectively, to the currently-available CHI plan or, at the employee's election, shall pay the same amount being paid at the time of conversion towards the premium for coverage under the Seminary's contributory Cigna plan or any successor thereto.

4. Group Life: Effective as soon as coverage is obtained, the benefit shall be increased from \$10,000 to an amount equal to each employee's annual base salary, to a maximum of \$50,000.

5. Medical: The "grandfathering" protection from the payment of premiums for employees employed as of October 27, 1995 shall be extended to all full-time employees employed as of June 30, 2001. The "indexing" provision shall continue during this agreement.

This Agreement is subject to ratification.

Agreed to this 15 day of July, 2001

UNION THEOLOGICAL SEMINARY

By: [Signature]

LOCAL 2110, UAW

By: [Signatures: Josephine Gordon, Mary Ann Smith, Stanley Bennett, Betty G. Bowen, Kim Byrd, June Benjamin]

UNION THEOLOGICAL SEMINARY

87-28-81 03:10 TO:TOSK11A

It is hereby agreed that the collective bargaining agreement between Union Theological Seminary and Local 2110, UAW, which expires August 31, 2004, is hereby renewed and extended, as modified below.

Term – 3 years from September 1, 2004 through August 31, 2007.

Wages – Incumbent salaries and minimums shall be increased as follows:

September 1, 2004 – 4%

September 1, 2005 – 3%

September 1, 2006 – 3%

Health Insurance –

A. Individual coverage shall be provided at the Seminary's expense, the 5% cost sharing shall be deleted from the Agreement.

B. Family & Employee +1 coverage – the 20% contribution shall be continued, the indexed salary floor shall be adjusted to reflect the increasing wages.* The four incumbent employees currently not contributing towards the premium shall be "grandfathered" in that status.

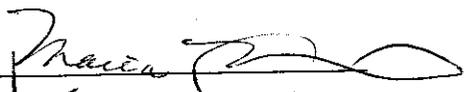
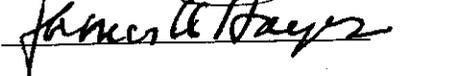
Job Security – The Seminary confirms that it has no current plans for further bargaining unit layoffs.

This Agreement is subject to ratification.

Agreed to this 1st day of July 1, 2004.

Union Theological Seminary

Local 2110, UAW

By 
By 
By 

By 
By 
By 
By 
By 

* Employees earning below the indexed floor shall not be required to contribute to the premium regardless of whether they were ~~grandfathered~~ "grandfathered" in that status.

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MEMORANDUM OF AGREEMENT

It is hereby agreed that the collective bargaining agreement between Union Theological Seminary and Local 2110, UAW, which expired August 31, 2007 is hereby renewed and extended, as modified below:

Term: 3 years from September 1, 2007 through August 31, 2010.

Wages: Incumbent salaries and minimums shall be increased as follows:

September 1, 2007 – 3.5%

September 1, 2008 – 3.0%

September 1, 2009 – 3.0%

Health Insurance: The 2 incumbent employees currently not contributing towards the premium shall be “grandfathered” in that status.

Retirement: Effective September 1, 2007, the Seminary’s contribution to each eligible employee’s pension account shall be increased from 8.25% to 8.75%.

This Agreement is subject to ratification.

Agreed to this 2nd day of October, 2007.

UNION THEOLOGICAL SEMINARY

LOCAL 2110, UAW

By: *Ang E. M.*

By: *John Schulz*

David Boyan

John E. Holcomb

Angela Phillips