

## MEMORANDUM OF AGREEMENT

And now come the parties, Special People in Northeast, Inc. ("SPIN") and Local 1739, American Federation of State, County & Municipal Employees, AFL-CIO ("Union") and hereby agreed to modify the collective bargaining agreement ("CBA") between them covering the period of October 1, 2009 through September 30, 2013 as follows:

1. Effective October 1, 2012, the wages of all employees who were hired on or before October 1, 2012 and still employed on November 2, 2012 shall be increased by 2.0%;
2. A lump sum bonus of \$550 shall be paid by separate check on December 14, 2012 to all employees covered by the CBA who work 30 or more hours per week and are still employed on December 7, 2012. Employees covered by the CBA who work less than 30 hours per week shall receive a lump sum bonus on a pro-rata basis, the percentage of which shall be determined by dividing the number of hours they work by 40 hours;
3. The High Deductible Health Plan ("HDHP") shall be the standard health insurance plan offered to employees covered by this Agreement. SPIN shall pay the first \$1,500.00 in annual charges incurred by an employee covered by the CBA. Employees shall pay \$5.00 per pay for coverage under the HDHP. Employees may elect to continue coverage under the HMO but shall pay the difference between what SPIN pays per month for the HDHP per employee and the monthly premium for the HMO.
4. The CBA shall be extended to December 31, 2013. Either party desiring to modify, amend, alter, change or terminate the CBA shall give the other party

written notice no later than October 1, 2013. Any wage increases negotiated during such negotiations shall be retroactive to October 1, 2013.

5. The individuals executing this Agreement warrant and aver that they are authorized to sign this Agreement as agents for their respective principals.

FOR SPIN:

FOR THE UNION:

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Dated: \_\_\_\_, October 2012

Dated: \_\_\_\_\_, October 2012