



# American Friends Service Committee

1501 Cherry Street · Philadelphia, PA 19102-1403 · 215/241-7000 · www.afsc.org

## Memorandum of Agreement

AGREEMENT, between American Friends Service Committee (hereafter "Employer") and American Federation of State, County and Municipal Employees/Washington Federation of State Employees (hereafter "Union").

WHEREAS, there is a current collective bargaining agreement (CBA) between the Employer and Union

WHEREAS, the Union and Employer share the desire to protect the current make-up of the collective bargaining unit by preventing further lay-offs in FY18 by forgoing contractual salary and step increases due to go into effect October 1, 2017

NOW, THEREFORE, the Employer and the Union agree to the following:

Effective November 2, 2017, it is agreed that to satisfy budgetary shortfalls, the Union agrees to forgo the contractual salary increase and step increase that was to take effect October 1, 2017.

In exchange for this salary and step increase freeze, the Employer will not lay-off any bargaining unit members during FY18.

Any violation of this Agreement will not be subject to grievance or mediation procedures, but will be moved immediately to arbitration using the procedure pertaining to arbitration as described in Article 12 of the current collective bargaining agreement.

Employer:

Wills Straute

Union:

[Signature]

Date:

11/6/2017

Date:

11/6/2017