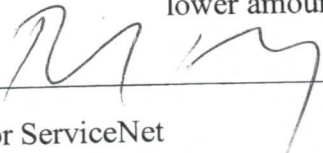
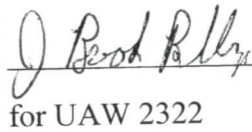


Settlement of Grievance AE112514

In order to Resolve Grievance AE112514, the parties agree that within 5 business days of signing of this agreement:

- 1) All current Senior Counselors will be made whole for any wages paid at less than the \$.53 hr differential- dating back to his/her date of hire as Senior Counselor. Sr. Counselors who were given a greater than \$.53/hr differential will be "grandfathered" in at their current rate. No employee will see a reduction in pay because of this agreement.
- 2) The Side Letter on Sr. Counselors will be amended by adding the following. *At time of hire new Senior Counselors from the Bargaining Unit will be paid a \$.53/hr increase over their current rate of pay as a Counselor. If a Senior Counselor is hired from outside the Bargaining Unit, he/she will; be paid \$.53/hr higher than the current rate for new counselors.*
- 3) ServiceNet will provide the Union with all requested information related to this grievance including but not limited to:
 - a) An accurate list of current Senior Counselors their work sites and date of hire as Senior Counselors
 - b) For the period 1/1/09 to present: Differential increase given to each Sr. Counselor at the time of his/her promotion to Sr. Counselor
 - c) Brief explanation of how the differential was changed from \$.53 in 2009 to a lower amount.

 _____ 1/23/15
for ServiceNet date

 _____ 1/21/15
for UAW 2322 date