


**MEMORANDUM OF AGREEMENT  
2022 RESIDENTIAL UNIT NEGOTIATIONS  
ONE-YEAR ROLL-OVER**

After negotiation, the parties have reached agreement for a successor collective bargaining agreement pursuant to the following terms:

1. All parts of the current collective bargaining agreement shall remain in effect through June 30, 2023, except as expressly set forth herein.
2. Effective July 1, 2022, the following will go into effect:
  - New Hire Rates:
    - o Family Support Counselor (FSC) = \$18/hr.
    - o Sr. Overnight FSC = \$18.38/hr.
    - o Sr. FSC = \$19.25/hr.
  - All current Employees will receive the greater of the new hire rate or a 10% increase
  - For overnight on-call, the rates will be increased by \$1/night, meaning that employees will be compensated \$16.00/night on Sunday-Thursdays and \$21/night on Friday-Saturday; if the on-call employee is called in to work, those work hours will be compensated at 1.5 times that employee's regular rate of pay.
3. The parties will begin negotiations in the spring of 2023 with the goal of reaching a longer-term successor contract.
4. Separate from the foregoing, the 2X rate currently being paid for employees picking up extra shifts at NCCF (including for shift mandation) will continue through July 30, 2022.

Any disputes over the enforcement, interpretation or application of this MOA shall be subject to the grievance and arbitration provisions contained in the collective bargaining agreement.

  
Tina Champagne (Jul 1, 2022 10:18 EDT)

Cutchins Programs for Children and Families

Jul 1, 2022

Date

  
nancy fish (Jul 1, 2022 13:47 EDT)

UAW Local 2322

Jul 1, 2022

Date