

MEMORANDUM OF AGREEMENT

The Legal Aid Society (LAS) and the Association of Legal Aid Attorneys (ALAA) hereby agree to the following contract modification which shall supersede all prior memoranda of understanding, contractual provisions, and/or practices to the contrary:

The term of the Collective Bargaining Agreement will be extended through September 30, 2016.

Effective April 1, 2015 all staff attorneys will receive a cost of living adjustment (COLA) equivalent to 2.5% of their base salary and be paid in accordance with the salary step schedule listed under "Effective 4/1/2015" in Exhibit A.

Effective October 1, 2015 all staff attorneys will be paid in accordance with the salary step schedule listed under "Effective 10/1/2015" in Exhibit A.

Within thirty (30) days of ratification, The Legal Aid Society will implement the retroactive salary increases set forth in the preceding two paragraphs for each Staff Attorney in active status at that time. For each Staff Attorney who is on an authorized leave when the Society implements the retroactive salary increases at the levels set forth in Exhibit A, the Society will make retroactive salary adjustments, if any are required, within thirty (30) days of the Staff Attorney's return from authorized leave. In accordance with the Society's salary payroll procedures, retroactive salary increases are subject to applicable payroll deductions and are pensionable.

Effective upon ratification, paid parental leave will increase from 8 weeks to 12 weeks. This will apply to all leaves where the triggering event occurs on or after the date of ratification.

The Legal Aid Society will fund a one time early retirement offering for up to ten staff attorneys who are on active payroll status and: a) have at least 20 years of service as of December 31, 2015; b) are 60 years of age or older as of December 31, 2015; and c) submit a written application for the early retirement program on or before December 31, 2015 and thereby agree to retire from The Legal Aid Society effective as of the close of business on January 31, 2016. Each attorney accepting this offer will receive a one-time payment of \$50,000, which is subject to any applicable payroll deductions. If more than ten eligible staff attorneys apply for this benefit, it will be given based on seniority.

The Legal Aid Society will allow a one-time "buy-back" opportunity for those attorneys with pre-2005 "frozen" comp days. LAS will allow those attorneys to cash in up to 5 days per eligible attorney for a total amount up to \$250,000. If requests exceed \$250,000, the amount paid per attorney and the number of days cashed in will be pro-rated accordingly.

Staff attorneys in the Staten Island Criminal Office will be allowed to participate in an annual buy-back of up to 2 vacation days as described below:

They may elect to be paid for up to two vacation days if their annual comp buy-back in the preceding fiscal year was for three days or less. They may elect to be paid for one vacation day if their annual comp buy-back in the preceding fiscal year was for four days or less. An attorney whose annual comp buy-back in the preceding fiscal year was for five or more days will not be eligible for vacation buy-back.

Staff attorneys in the Community Justice Unit will be permitted to earn comp time for institutional assignments performed beyond the normal workday of 9 am to 5 pm.

A committee will be formed to explore how staff can participate in manager evaluations.

Each practice will create at least one rotator position for their special litigation/law reform unit (if applicable) that will allow current staff attorneys to join the unit for a period of two years.

CBA section 4.3.1.3 will be amended to include the following language:

The Society will provide the reports of said monitoring to a union representative on a monthly basis, or provide access to this information at any time on Law Manager, or other technology used for this purpose.

Management will create a committee to explore the feasibility, cost and potential liability issues regarding the provision of childcare services or a childcare subsidy.

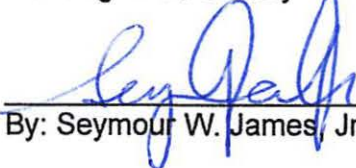
Each practice will provide at least one comprehensive (8 hours or more) training/CLE per year, targeted toward experienced staff, addressing issues relevant to their practice.

CBA section 3.13 shall be amended as follows:

There will be a joint Union-Management committee to study the financial and other issues of retaining senior Staff Attorneys above step 13. Said committee shall provide findings to both ALAA and Management at least once per calendar year.

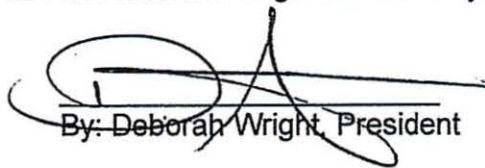
Dated: October 14, 2015

The Legal Aid Society



By: Seymour W. James, Jr. Attorney-in-Chief

The Association of Legal Aid Attorneys



By: Deborah Wright, President



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October 9, 2015

Deborah Wright
President
Association of Legal Aid Attorneys
UAW Local 2325, AFL-CIO
52 Broadway
New York, New York 10004

Richard J. Davis
Chairperson of the Board

Blaine (Fin) V. Fogg
President

Seymour W. James, Jr.
Attorney-in-Chief

Dear Debbie:

This is to confirm the following agreement among the parties:

With regard to employee benefits, effective January 1, 2016:

The Society will offer a dental plan through United HealthCare with a higher level of benefits than the current plan.

The Society will offer a new vision plan with a higher level of benefits and a larger network than the current plan.

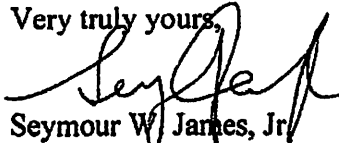
Descriptions of the updated dental and vision plans are forthcoming.


The health insurance available through Oxford will include transgender health benefits. The description of these benefits is currently being finalized by Oxford.

The lifetime maximum for IVF treatments will increase from \$10,000 to \$25,000.

Oxford health coverage will be available to domestic partners of the opposite sex.

The Society will provide the opportunity to purchase supplemental disability insurance and long term care insurance at the employee's expense at some time during the contract year.

Very truly yours,

Seymour W. James, Jr.
Attorney-in-Chief


Deborah Wright
10/14/15
Date

ALAA SALARY SCALE**Exhibit A**

STEP	Proposed Contract 2.5% at all steps	Proposed Contract
	Effective 4/1/2015	Effective 10/1/2015
LG	51,250	51,250
1	56,375	60,000
2	58,425	61,000
3	60,475	62,000
4	64,635	64,635
5	67,151	67,151
6	72,101	72,101
7	75,244	75,500
8	78,053	78,500
9	80,595	81,000
10	86,279	86,279
11	91,629	91,629
12	95,642	95,642
13	100,868	100,868
14	101,499	101,668
15	102,131	102,468
16	102,761	103,268
17	103,391	104,068
18	104,021	104,868
19	104,651	105,668
20	105,283	106,468
21	105,913	107,268
22	106,544	108,068
23	107,173	108,868
24	107,804	109,668
25	109,461	110,466
26	109,563	110,571
27	109,666	110,674
28	109,768	110,777
29	109,871	110,880
30	112,818	112,818
35	113,331	113,331