

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN THE
MID-HUDSON LIBRARY SYSTEM AND THE CSEA LOCAL 702**

It is hereby agreed by and between the Mid-Hudson Library System (the "Library System") and the CSEA, Inc. Local 702 (the "CSEA") that, subject to the approval by the Board of the Mid-Hudson Library System and the ratification of the membership of the CSEA, the collective bargaining agreement which expired on December 31, 2011, shall be extended for a period of two years and shall remain unchanged except as modified below.

The term of the agreement shall be from January 1, 2012 to December 31, 2013.

Article XI – Retirement, Health Insurance and Fitness Club Membership

Section 2 – Health Insurance

Effective January 1, 2012, employee contribution for health insurance premiums shall be based upon an employee's wages and salaries as follows:

- Employees with annual wages and salaries up to \$49,999 shall pay 8.5% of the premium on individual plans and 20% of the premium on family health portions.
- Employees with annual wages and salaries of \$50,000 to \$69,999 shall pay 12% of the premium on individual plans and 25% of the premium on family health portions.
- Employees with annual wages and salaries of \$70,000 and above shall pay 15% of the premium on individual plans and 30% of the premium on family health portions.

Section 4 – Dental

Effective January 1, 2012 employees shall contribute 35% of the cost of the Guardian Dental Plan premiums.

Article XII – Compensation

Section 1 – Salaries

Effective January 1, 2012, all wages and salaries shall be increased by 2.01%, one (1%) percent for 2011 and one (1%) percent for 2012. Increases shall not be retroactive.

Subsequent to the 2.01% increase, but also effective January 1, 2012, employees shall receive a wage and salary adjustment in accordance with the following attached schedule.

Effective January 1, 2013 all wages and salaries shall be increased by one (1%) percent.

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