

2005

**Memorandum of Agreement  
between  
the Neighborhood Legal Services, Inc. and  
the Buffalo Organization of Legal Service Workers (Niagara County Legal Aid  
Division)**

The Parties agree that the current collective bargaining agreement with the following modifications will be the collective bargaining agreement between the parties for the period January 1, 2005 through December 31, 2007:

1. Section 4.1 Attachment 1 will be the wage schedules attached hereto.

2. Section 16.1 - subsection (B) will be changes as follows:

(B) Health Insurance- The employer shall pay the cost of single or family coverage under Independent Health Encompass B plan with prescription co-pays of \$5.00/\$25.00/\$50.00. This provision will begin on open enrollment date in 2006.

3. **Section 16.1 – subsection (C) will be changed as follows:**

(C) Dental insurance will be provided to the employee provided the employee contributes \$1.00 per month for the coverage. This provision will begin on January 1, 2007.

4. Section 16.1 - subsection (I) will be added as follows:

(L) Long-term Disability Insurance (This provision will begin on January 1, 2007.)

5. **Section 16.2 – will be changed as follows:**

16.2 Employees may elect not to accept the medical insurance benefits offered by the Employer in paragraph 16.1(B) and receive a payment equal to a **payment equal to \$750 per year for those employees electing not to accept single coverage and a payment equal to \$1500 for those employees electing not to accept family coverage** to be paid in equal installments in the employee's payroll check providing the following conditions are met:

6. **The employer will increase the limit for medical expenses for the flex plan outlined in 16.4 from \$1500.00 to \$2000.00 a year. This provision will begin on January 1, 2007.**

7. Section 18.2-subsection (d) will be modified as follows (changes in bold)

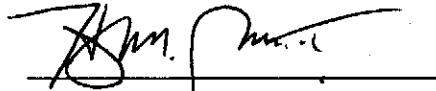
18.2(d) Reimbursement for out of town expenses Expenses for lodging, transportation, meals and a phone call home per day (not to exceed 5 minutes duration) while out of town will be reimbursed. Meals shall be reimbursed up to **\$47.00** per day where the purchase of a full day's meals is necessitated by travel location. Where less than a full day's meals is required, maximum reimbursement shall be **\$10.00** for breakfast, **\$12.00** for lunch, and **\$25.00** for dinner. No reimbursement will be given for alcoholic beverages. No reimbursement will be provided where an appropriate meal is provided or made available to the employee.

8. The term of this agreement shall be from January 1, 2005 through December 31, 2007 and it applies only to the Niagara County Legal Aid Division of Neighborhood Legal Services, Inc

9. Retroactive payments due under the terms of this agreement shall only be available to current employees of the Niagara County Legal Aid division of Neighborhood Legal Services, Inc. and shall be paid within 30 days of the signing of this agreement.

**Neighborhood Legal Services, Inc.**

By:

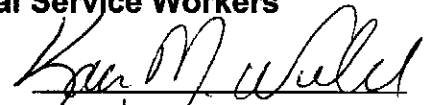


Date:

11/22/06

**Buffalo Organization of  
Legal Service Workers**

By:



Date:

11/22/06

Attachment 1

Salary Increases for Employees of Niagara County Legal Aid Division of Neighborhood  
Legal Services

2005: No Salary Increases

2006: See Attached New Salary Scales

2007: No Salary Increase for Union Employees

NIAGARA COUNTY LEGAL AID SOCIETY

SALARY SCALE

ATTORNEY

<u>Step</u>	<u>Years Exp.</u>	<u>Salary</u>
1	0-1	\$27,500
2	1-2	29,300
3	2-3	31,100
4	3-4	32,900
5	4-5	34,700
6	5-6	36,500
7	6-7	38,300
8	7-8	40,100
9	8-9	41,900
10	9-10	43,700
11	10-11	45,500
12	11-12	47,300
13	12-13	49,100
14	13-14	50,900
15	14-15	52,700
16	15-16	54,500
17	16-17	56,300

SENIOR ATTORNEY

ADD \$1,800 PER YEAR TO SCALE

1500

1800

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PARALEGAL

<u>Step</u>	<u>Years Exp.</u>	<u>Salary</u>
1	0-1	\$18,000
2	1-2	19,200
3	2-3	20,400
4	3-4	21,600
5	4-5	22,800
6	5-6	24,000
7	6-7	25,200
8	7-8	26,400
9	8-9	27,600
10	9-10	28,800
11	10-11	30,000
12	11-12	31,200
13	12-13	32,400
14	13-14	33,600
15	14-15	34,800
16	15-16	36,000
17	16-17	37,200
18	17-18	38,400

NIAGARA COUNTY LEGAL AID SOCIETY

SALARY SCALE

SECRETARY

<u>Step</u>	<u>Years Exp.</u>	<u>Salary</u>
1	0-1	\$15,500
2	1-2	16,500
3	2-3	17,500
4	3-4	18,500
5	4-5	19,500
6	5-6	20,500
7	6-7	21,500
8	7-8	<b>22,500</b>
9	8-9	23,500
10	9-10	24,500
11	10-11	25,500
12	11-12	<b>26,500</b>

NIAGARA COUNTY LEGAL AID SOCIETY

SALARY SCALE

CLERK/RECEPTIONIST

<u>Step</u>	<u>Years Exp.</u>	<u>Salary</u>
1	0-1	\$13,750
2	1-2	14,575
3	2-3	15,400
4	3-4	16,225
5	4-5	17,050
6	5-6	17,875
7	6-7	18,700
8	7-8	19,525
9	8-9	20,350
10	9-10	21,175
11	10-11	22,000
12	11-12	22,825
13	12-13	23,650