

**Memorandum of Agreement  
between  
the Neighborhood Legal Services, Inc. and  
the Buffalo Organization of Legal Service Workers (Oak Orchard Legal Services 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 L will be added as follows:**

**(L) \$50,000 group life insurance**

3. **Section 16.1 – subsection (M) will be added as follows:**

**(M) Long Term Disability Insurance**

4. **Section 16.4 – will be added as follows:**

16.4 The Employer shall institute a Section 125 (IRS) Plan with the advice and consent of the union subject to the laws and regulations regulating such plans. The Employer will pay for one-half of the fees charged by the carrier to administer the plan and the individual employees participating in the plan will pay the other half.

5. **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.**

6. 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.

7. The term of this agreement shall be from January 1, 2005 through December 31, 2007 and it applies only to the Oak Orchard Division of Neighborhood Legal Services, Inc
8. Retroactive payments due under the terms of this agreement shall only be available to current employees of the Oak Orchard division of Neighborhood Legal Services, Inc. and shall be paid within 30 days of the signing of this agreement. Life Insurance and long term disability benefits will begin as soon as Neighborhood Legal Services is able to obtain coverage for the members of Oak Orchard bargaining unit.

**Neighborhood Legal Services, Inc.**

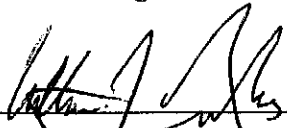
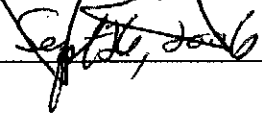
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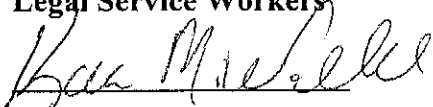
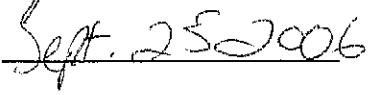
Date: \_\_\_\_\_

**Buffalo Organization of  
Legal Service Workers**

By: \_\_\_\_\_

Date: \_\_\_\_\_

  
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Attachment 1

Salary Increases for Employees of Oak Orchard Division of Neighborhood Legal Services

2005: No Salary Increases

2006: 10% Salary Increase for All Union Employees

2007: 5% Salary Increase for All Union Employees