

MEMORANDUM OF AGREEMENT

Memorandum of Agreement by and between Sodexo Management Inc. (Sodexo) at Hahnemann University Hospital and National Union of Hospital and Health Care Employees AFSCME, AFL-CIO and its affiliate District 1199C, Service and Maintenance Unit and Technical Employee Unit. Sodexo Management Inc. ("Sodexo") and the National Union of Hospital and Health Care Employees, AFSCME, AFL-CIO and its affiliate District 1199C (the "Union") are parties to a Collective Bargaining Agreement that re-opens for Wages and Welfare on June 30, 2008. Subject to ratification by membership of the Union, the provisions of the current Collective Bargaining Agreement shall continue in full force and effect except as modified below:

Article XIX - Welfare Fund (Service and Maintenance Union);

Article XXVII (Technical Unit)

Section 1. Beginning with contributions based on the June 2008 payroll, Sodexo shall contribute monthly at a rate of 33.2% of gross payroll to the Benefit Fund on behalf of all employees enrolled in the Benefit Fund less an amount equal to all employee co pays for the same monthly period. Sodexo shall remit all employee copays to the Fund. Effective the first full pay week after July 1, 2008 employee co-pay shall be \$20.00.

Effective the first full pay week after July 1, 2009, employee copays shall increase by \$10 to a total of \$30 per week.

Effective the first full pay week after July 1, 2011, employee copays shall increase by \$10 to a total of \$40 per week.

Article XXV - Pension Fund (Service and Maintenance); Article XXIX (Technical Unit)

Section 1. Beginning with contributions based on the June 2008 payroll, Sodexo shall contribute to the Pension Fund for Hospital and Health Care Employees – Philadelphia and Vicinity at a rate of 9.86% of gross payroll. Effective June 25, 2012, Sodexo shall contribute to the Pension Fund for Hospital and Health Care Employees – Philadelphia and Vicinity at that rate of 8.56% of gross payroll. The parties shall endeavor to work together to increase investment earnings for the Pension Fund and to ensure the fiscal health of the Pension Fund.

Article V – Wages (Service and Maintenance Unit); Article XXV (Technical Unit)

Effective July 1, 2008, at the beginning of the first shift, there shall be a two percent (2%) across the board increase which shall be added to the base rate, and the job rate shall be increased two percent (2%) for all technical positions that list wages by experience level (lowest level shall not be increased).

Effective July 1, 2009, at the beginning of the first shift, there shall be a three percent (3%) across the board increase which shall be added to the base rate, and the minimum maximum and job rates shall be increased by three percent (3%).

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Effective July 1, 2010, at the beginning of the first shift, there shall be a three percent (3%) across the board increase which shall be added to the base rate, and the job rates shall be increased three percent (3%) for all technical positions that list wages by experience level (lowest level shall not be increased).

Effective July 1, 2011, at the beginning of the first shift, there shall be a three percent (3%) across the board increase which shall be added to the base rate, and the minimum maximum and job rates shall be increased by three percent (3%).

Incumbent technical employees who reach the maximum rate for their position shall still receive the across the board increase listed above for each year.

Cost of Living Adjustment (COLA)

Revise to reflect contract years 2008, 2009, 2010, and 2011.

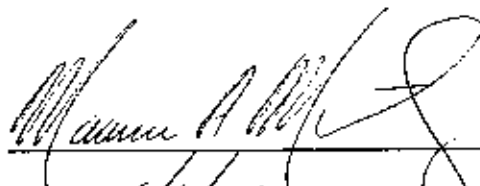
Article XXXV – Termination (Service and Maintenance Unit);
Article XXXVI (Technical Unit)

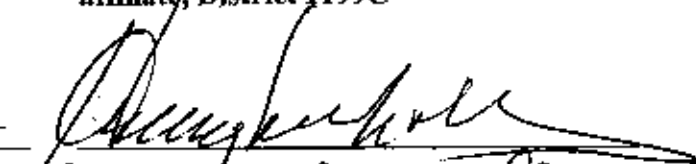
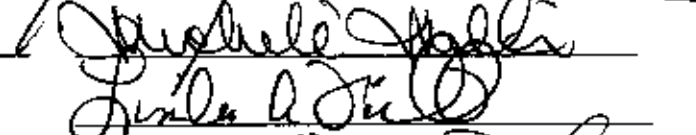
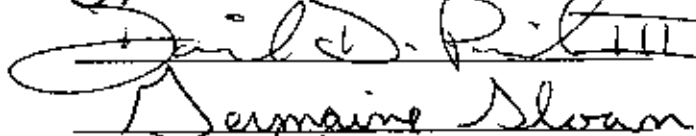
The Agreement shall be extended to midnight June 30, 2012.

In witness whereof, the Union and Sodexo have executed this Memorandum of Agreement this 6th day of JUNE, 2008.

**Sodexo Management Inc. at
Hahnemann University Hospital**

**National Union of Hospital and Healthcare
Employees, AFSCME, AFL-CIO, and its
affiliate, District 1199C**


Date: 6/6/08




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