

**Memorandum of Agreement Between
Community Services for Autistic Adults and Children
And
Service Employees International Union Local 500**

Pursuant to the negotiations between Community Services for Autistic Adults and Children (Employer) and Service Employees International Union Local 500 (Union), the parties agree to the following, effective October 4, 2007.

1. The Current Collective Bargaining Agreement between the Employer and Union shall be extended to October 4, 2008, at which time it shall be subject to renegotiation. Effective thirty (30) days prior to October 4, 2008, and ending on that date, either party may serve notice to reopen the labor agreement between the Employer and Union.

2. Effective immediately, the Employer will implement a wage freeze for all full- and part-time employees covered by the Collective Bargaining Agreement. The conversion rates delineated in Exhibit I attached to this Memorandum of Agreement, which are implemented on an individual basis as an employee converts to a new model house, will remain the same except that the hourly wage for 12 years of service shall be \$13.23 per hour instead of \$13.12 per hour.

3. The health coverage which is referenced at Article 21, Para. 1 of the Collective Bargaining Agreement between the parties shall be modified to reflect that the Medical Benefits shall be re-based, introducing a new base plan ('Blue Choice- HMO - Base Plan') with the same health care provider so as to have a minimal financial contribution impact upon bargaining unit employees. The Employer will contribute 80% of the premium for "individual employee" coverage under the new base plan, and 50% for additional coverage if an employee elects coverage to include "children," "spouse" or "family."

The Employer will continue to offer the existing medical benefits plans (Blue Choice - HMO High Option & Blue Choice - Opt Out, Open Access) currently available and will contribute 80% of the premium of the "individual employee" aspect of the coverage of based upon the *new base plan* noted above (Blue Choice - HMO - Base Option) *rate* or 50% of the premium based upon the *new base plan* (Blue Choice- HMO - Base Option) *rate* for additional coverage if the employee elects coverage to include "children," "spouse" or "family."

As an example: if an employee chooses to remain in his/her existing Blue Choice - High Option Plan with coverage for his/her spouse, the Employer will contribute 50% of the premium cost of the Blue Choice - HMO - *Base Plan* toward the employee's selection of the *High Option* plan. The employer will not pay 50% of the High Option premium, but will allocate 50% of what the Base Plan premium would have been if the employee had selected employee and spouse coverage under the Base Plan.

4. The same Employer contribution of 80% for individual/employee coverage and 50% for spouse, children or family coverage, will apply to dental benefits under the Classic DHMO

plan. If an employee opts to upgrade to the Choice DHMO, CSAAC will contribute 80% of the cost of the *Classic* DHMO plan toward that upgrade for the individual/employee coverage or 50% of the cost of the *Classic* DHMO plan toward the other participant tiers.

5. Article 21, Paragraph 2 of the Collective Bargaining Agreement will be changed to read:

"For the term of this agreement at no cost to full-time employees, the Employer will provide Life and Accidental Death and Dismemberment insurance coverage. The amount of insurance shall be one (1) times the employee's gross annual salary to a maximum of \$110,000. These benefits will be reduced by thirty-five (35) percent at age 65, sixty (60) percent at age 70 and seventy-five (75) percent at age 75. Benefits terminate upon retirement."

6. Article 21, Paragraph 3 of the Collective Bargaining Agreement will be changed to read:

"The Employer will make available to all employees who complete their probationary period a 403 (b) Plan under ING Aetna Financial Services. Employees may contribute up to twenty (20) percent of their salary, not to exceed \$15,500 per year, to the tax deferred savings program. While employee contributions are withheld from paychecks on a "gross before tax" basis, the employer will match up to four (4) percent of employee contributions, and these funds will be deposited in employees' 403(b) plan accounts consistent with the 403(b) Plan language. Employees who are currently enrolled in the 403(b) will be considered 100 vested in both personal and company contributions. All Employees who are not enrolled in the 403(b) Plan by December 31, 2007, will be subject to a three (3) year cliff vesting schedule for the employer contribution. The employee will forfeit the Employer match should they separate or disengage from employment with the Employer before the three (3) year cliff vest schedule concludes. The employee must be contributing to the plan for three (3) full years in order to vest in the employer's match."

7. Article 18 of the Collective Bargaining Agreement will be changed to read:

"Prior to actual engagement with client(s), CSAAC employees will be afforded adequate time to review the most current and applicable behavioral plan. In addition, the employee will be allowed to ask the supervisor any questions he or she may have concerning the behavioral plan. The most current staff/client ratio will be incorporated into either the behavioral plan or another written document that provides confirmation of the assigned staff to client ratio."


8. The last sentence in Article 15, 2. of the Collective Bargaining Agreement, "In addition, CSAAC will provide auto insurance coverage for said vehicle (including payment of deductibles) when the employee's personal vehicle is used to conduct CSAAC business" will be deleted. The following language will replace the deleted language "The Employer will

continue to pay deductibles if a staff member is involved in an accident during the course of CSAAC business that is not deemed to be the fault of the staff member."

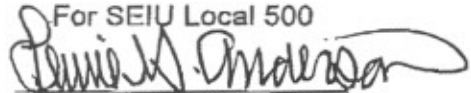
9. Article 20, 7. of the Collective Bargaining Agreement shall be changed to read "If a holiday occurs while an employee is on vacation or other authorized leave previously approved by a supervisor the employee will be credited and paid the holiday. If the employee has not received prior approval by his/her supervisor the holiday shall not be credited or paid."

This Memorandum of Agreement is entered into on October 4, 2007.

For CSAAC

A handwritten signature in black ink, appearing to be "Lally", written over a horizontal line.

For SEIU Local 500

A handwritten signature in black ink, appearing to be "Pamela Anderson", written over a horizontal line.