

***League of Voluntary Hospitals and Homes of New York***  
**MOA HIGHLIGHTS**

<b><i>Term:</i></b>	41 month Extension from prior 6/1/04 – 4/30/08
<b><i>Effective Dates:</i></b>	July 1, 2007 – September 30, 2011
<b><i>Wages:</i></b>	3% delayed from 7/1/07 to 12/1/07 (5 months delay) 3% - 12/1/08 3% - 12/1/09 3% - 12/1/10
<b><i>NBF Contribution:</i></b>	Effective 9/1/07 – 22.5% (from 20.85%) Effective 1/1/08 and for next 36 months to 12/31/10 – 23.34% (additional .84%) Effective 1/1/11 – 9/30/11 - reverts to 22.5%
<b><i>NPF Diversion:</i></b>	\$201.6 million of PF contributions to be diverted to maintain the NBF \$ 87.3 million of PF contributions to be diverted to Small funds
<b><i>NPF Benefit Increase:</i></b>	Effective 2/1/2011 – formula for Credited Future Service increases from 1.85 to 1.875%
<b><i>Employment Security:</i></b>	Effective 5/1/2008 – workers hired before 1/1/2003 have employment security