



MEMORANDUM OF UNDERSTANDING BETWEEN

Cornerstone Advocacy Service

AND

AFSCME Council 5, Local 380

This Memorandum of Understanding (“MOU”) is entered into by and between Cornerstone Advocacy Service (“Employer”) and AFSCME Council 5, Local 380 (“Union”) effective JANUARY 3, 2026.

WHEREAS at the time of negotiating the Collective Bargaining Agreement (“CBA”) effective July 23, 2025, through June 30, 2029, the Employer was uncertain about grant-funding revenue projections and capacity to support future base wage increases.

WHEREAS the CBA included a wage re-opener clause in Article 27.2 requiring the Employer to engage in negotiations to assess the financial feasibility of implementing across-the-board wage increases for all Employees in 2026, and 2027 based on more complete financial projections

27.2 Wage Reopener Clause – The Employer agrees to engage in wage reopener negotiations for 2026 and 2027. These negotiations will be initiated to assess the financial feasibility of implementing wage adjustments. If an agreement is reached and it is determined that the agency’s organizational budget can support the proposed changes, the following provision will be incorporated into the Collective Bargaining Agreement: A 2% minimum across-the-board increase will be implemented for all employees, effective from the first full pay period in January 2026, July 2027 and 3% July 2028; and

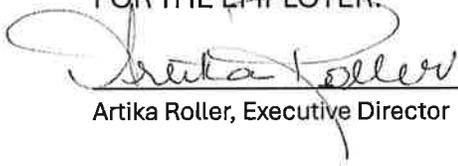
WHEREAS the Employer and the Union have met and negotiated on December 18, 2025, and January 7, 2026, over changes to Employee base wages,

The Employer agrees to increase base wages for all bargaining unit employees on the first full pay period of following schedule:

- January, 2026: 1.50%
- July, 2026: 1.50%
- July, 2027: 2.75%
- July, 2028: 3.00%

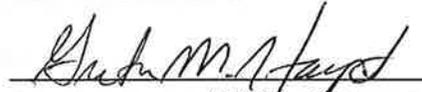
This MOU signed by both parties and shall be attached to and incorporated in the CBA and expires with that agreement on June 30, 2029. Deviation or amendment to the above schedule due to Employer's demonstrable financial precarity will require both parties to engage in negotiations and execution of a new Memorandum of Understanding.

FOR THE EMPLOYER:


Artika Roller, Executive Director

02/17/2026
Date

FOR THE UNION:


Gretchen Haupt, AFSCME Council 5
Field Representative

2-17-2026
Date