AGREEMENT AND DECLARATION OF TRUST

AGREEMENT AND DECLARATION OF TRUST, dated this
day of 29th September, 1974, by and between DISTRICT 1199C,
NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES, DIVISION OF
ENDS, AFL-CIO (hereinafter called the "Union"), CHILDREN'S
HOSPITAL OF PHILADELPHIA, EPISCOPAL HOSPITAL, HAHNEMANN MEDICAL
COLLEGE AND HOSPITAL OF PHILADELPHIA, MEDICAL COLLEGE OF
PENNSYLVANIA, METROPOLITAN HOSPITAL, PHILADELPHIA COLLEGE OF
OSTEOPATHIC MEDICINE, TEMPLE UNIVERSITY--OF THE COMMONWEALTH
SYSTEM OF HIGHER EDUCATION, THOMAS JEFFERSON UNIVERSITY, AND
WILLS EYE HOSPITAL (hereinafter called the "Employers"),
HENRY NICHOLAS, DONNA FORD, BARBARA CALE, HONORA KESSENICH,
JAMES GREEN, ROY JACOBS, THEODORE EVANS, LESLIE REDDICK,
and DILCIE RICHMAN (who, with their successors, designated in
the manner herein provided, are herein called the "Union
Trustees"), and JOHN H. DRENNING, WILLIAM CHAMBLEY, JR.,
JOHN SPICER, LEON F. HUEBNER, DAVID RAYON, HARVEY G. TOMLINSON,
STANLEY SCHWARTZ, H. DREW SMITHS, and ARTHUR BATIC (who,
with their successors, designated in the manner herein provided
are herein called the "Employer Trustees"), the Union Trustees
and Employer Trustees being hereinafter collectively called
the "Trustees".
WITNESSETH:

WHEREAS, the Union has executed collective bargaining agreements with the individual Employers referred to above; and

WHEREAS, the said collective bargaining agreements, among other things, provide for the establishment of a Training and Upgrading Fund, and for the periodic payment of sums of money by the Employers to the said Fund for all those Employees who are covered and entitled to the benefits of the said collective bargaining agreements, as more fully set forth in the said agreements, which are herewith incorporated by reference as though fully set forth; and

WHEREAS, the Union and the Employers desire to establish this Trust whereby the monies paid on account of training, upgrading, and education in connection therewith, pursuant to the said collective bargaining agreements will be held in a separate trust fund to be known as the PHILADELPHIA HOSPITAL & HEALTH CARE - DISTRICT 1199C TRAINING AND UPGRADE FUND (herein sometimes referred to as the "Trust Fund") and to designate Trustees to receive, hold, administer, and disburse said monies and other properties owned by the Trust Fund, and to define the powers, duties, and responsibilities of the Trustees; and

WHEREAS, it is desired by the Union and the Employers that the Trustees shall formulate rules and regulations whereby said Trust Fund shall operate;

NOW, THEREFORE, in consideration of the mutual promises of the parties, this Trust is hereby created, and it is mutually declared, understood and agreed as follows:
they were duly authorized, and the Trustees named herein have hereunto set their hands, thereby agreeing each individually to undertake the responsibilities therein imposed upon them as Trustees.

September 16, 1974

DISTRICT 1996C, NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES;
DIVISION OF NEDSU, AFL-CIO
BY: David Tweedy

METROPOLITAN HOSPITAL
BY: David Tweedy

CHILDREN’S HOSPITAL OF PHILADELPHIA
BY: John H. Manning

PHILADELPHIA COLLEGE OF OSTEOPATHIC MEDICINE
BY: Thomas E. Fox

EPISCOPAL HOSPITAL
BY: Harold Schmitt

TEMPLE UNIVERSITY--OF THE COMMONWEALTH SYSTEM OF HIGHER EDUCATION
BY: James J. Flaherty

HANKEEON MEDICAL COLLEGE AND HOSPITAL OF PHILADELPHIA
BY: Robert Brown

THOMAS JEFFERSON UNIVERSITY
BY: J. D. Brevard

MEDICAL COLLEGE OF PENNSYLVANIA
BY: William C. Hamblet

WILLS EYE HOSPITAL
BY: John F. Lee
UNION TRUSTEES

HENRY NICHOLAS

DONNA FORD

BARBARA CALE

HONGA KESSNICH

CLUCKIE

Baker James

Nora Jacobs

THEODORE EVANS

LESLEY REDDICK

DUKIE RICHER

EMPLOYER TRUSTEES

JOHN H. BRENNER

WILLIAM CHAMBLEY, JR.

JOHN SPADE

LEON F. HUEBNER

DAVID RAYON

HARVEY G. TOMLINSON

STANLEY SCHWARTZ

H. DREW SHEETERS

ARTHUR EATZIG
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<td>Children's Hospital of Philadelphia</td>
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<td>Mehmann Medical College and Hospital</td>
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