

MEMORANDUM OF AGREEMENT

Memorandum of Agreement between Good Old Lower East Side (hereinafter called GOLES) and Local 2110 United Auto Workers (hereinafter called the Union).

The Agreement between GOLES and the Union which expires December 31, 2002 shall in all respects be extended until June 30, 2005, except as amended as follows.

Article 11 Wages

A. Hiring rates

Effective July 1, 2002 the minimum hiring rates for employees shall be as follows:

Organizer \$26,500

Assistant Director \$27,540

Bookkeeper \$26,500

Effective July 1 2003:

Organizer \$27,000

Assistant Director \$28,040

Bookkeeper \$27,000

Effective July 1 2004

Organizer \$27,500

Assistant Director \$28,540

Bookkeeper \$27,500

B) Wage Increases

There shall be an increase of \$40.00 week for the offices staff effective July 1 2002 - June 30, 2003. There shall be an increase to \$8.00 per hour for the store staff effective July 1, 2002 - June 30, 2003.

On July 1, 2003 there shall be an increase of 3% of gross regular wages for the offices staff. There shall be an increase to \$8.50 per hour for the store staff.

On July 1, 2004 there shall be an increase of 3% of gross wages for the offices staff,

There shall be a wage reopener for the Store staff.

Article 16 Holidays

The store holidays (A) shall be modified to read as follows: (A) Thrift store employees may be required to work on all holidays except: New Years Day, Good Friday, Easter, Memorial Day, July 4, Labor Day, Thanksgiving, Christmas, the day after Christmas .All thrift store employees will receive pay for these days.

Article 19.

Article 20. Modify last sentence to read "The maximum salary on which the percentage shall be paid is \$20,000."

Article 35. Within 30 days of the ratification by the Union of this Memorandum of Agreement, Goles shall provide for each member of the office staff the Manager's Adjustable Task chair with arms proposed by the Union(Global8933BK-JG06).

As of January 1, 2003 GOLES shall provide the GHI individual and family medical plan with the attached changes and the Preferred Dental plan for individual and family.

The parties shall execute a side letter on job descriptions and evaluations to read as follows:

The parties will meet by May 31, 2002 to discuss and reach agreement on Job Descriptions and a non-disciplinary evaluation process.

Subject to ratification by the members of the Union,

Margaret Hughes Local 2110
Arthur Delgado

Ann Taylor

John Kujala

GOLES Local 2110 UAW