

MEMORANDUM OF AGREEMENT

Memorandum of Agreement made and entered this 21 day of May, 2013 by and between LOCAL 2110/UAW, and the Good Old Lower East Side, Inc. (GOLES).

1. The collective bargaining agreement between the parties is extended for a further period of two (2) years up to and including June 30, 2014 in all its terms and conditions except as modified hereafter.
2. Employer will immediately implement a \$3,000 across the board salary increase retroactive to July 1, 2012.
Employer will implement a three (3) percent across the board salary increase, effective July 1, 2013.
3. The minimum salary for all new hires shall be \$32,000, pro rata for part time.
4. Sick days will be able to be taken in hourly increments.
5. New employees shall serve a probationary period of six (6) months before they shall be considered regular employees but shall become eligible for health care benefits upon completion of 3 months of employment.
6. Article 9, HOURS, shall read, in its entirety:

The regular working hours for full time employees under this Agreement shall be a full week of 35 hours per week, 7 hours per day, 5 days per week, Monday to Friday inclusive. The regular hours for part-time employees shall be a minimum of 15 hours per week, Monday through Fridays inclusive, but shall not exceed 7 hours in any one day. The employer and the employee can mutually agree that the scheduling of a work week may include work on Saturday and/or Sunday. In the interest of not exceeding the 35-hour work week and of insuring staff coverage for the organization, the employer and employees shall mutually agree on the time to be taken off in exchange for weekend work.

The working hours shall be from 10:00 am to 6:00 pm. The hours of daily employment shall be consecutive and may be interrupted for lunch only, which shall be a period of one (1) hour. It being the desire of the parties to provide flexible working hours, should the employer and the employee agree to change such hours, the employer shall notify the union in writing of such change. The employer shall not unreasonably deny a request for a change in hours. Should an organizer need to attend a meeting that begins or ends after 6:00 pm, the workday may be adjusted by mutual agreement between the employer and the employee.

Overtime shall not be compulsory and no overtime hours may be worked without the mutual agreement of employer and employee.

Each employee shall be entitled to two fifteen minute breaks each day, plus an additional 15 minute break on payday to cash her/his check.

Agreed

LOCAL 2110/UAW

Michael Conway

GOLES

Ronin [Signature]
Susan [Signature]
[Signature]
Ang Taylor