

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") made and entered into by and between The New-York Historical Society ("Employer") and Local 2110, UAW ("Union") shall extend the current collective bargaining agreement ("CBA"), which expired on December 31, 2015, through December 31, 2019, except as modified herein:

1. Wages:

a. Wages shall be increased in accordance with the following schedule:

Effective 1/8/16: three percent (3.0%) above the contractual rate in effect during the previous year

Effective 1/6/17: three percent (3.0 %) above the contractual rate in effect during the previous year

Effective 1/5/18: three percent (3.0%) above the contractual rate in effect during the previous year

Effective 1/4/19: three percent (3.0%) above the contractual rate in effect during the previous contract year

b. Minimum Rates:

i. Effective January 8, 2016, the minimum pay rate for full-time Librarians and Archivists (both categories limited to those that that require a Master of Library Science degree) shall be \$50,000 per year.

ii. Effective July 8, 2016, the minimum pay rate for Coat Check, Cashier, Visitor Services Associate, Store Sales Associate, Switchboard Operator, Coat Check and Page positions shall be \$15.00 per hour.

iii. Effective January 6, 2017, in addition to the increases provided for in paragraph 1.a, above, the following pay increases will be implemented:

1. A \$2,000 increase in base annual pay to Joseph Ditta, Marybeth Kavanagh Branigan and Susan Kriete;

2. A \$1,000 increase in base annual pay to Robert Delap;

3. A fifty (50) cent increase to the base hourly pay rates of:

a. Matthew Barnett;

b. Precious Davis;



- c. Sean Foley;
- d. Tiffany Olgun;
- e. Karla Ticas;
- f. Deborah Batcha;
- g. Barbara Gossin;
- h. Maxine Hirschbein; and
- i. Daniel Zimmer.

2. Domestic Partner Status: References to domestic partners shall be deleted, included but not limited to Articles 13, 17 and 24.
3. Staff Lounge: As soon as practicable following ratification of this Agreement, the Employer will refurbish the Staff Lounge with, at a minimum, a new refrigerator and new paint.
4. Ratification: It is understood and agreed that this Agreement is subject to ratification by each of the parties hereto and shall become effective upon ratification.

The parties agree to include in the final contract any language that may be necessary as a result of their agreement and to execute a consolidated Collective Bargaining Agreement as soon as reasonably practicable.

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to execute this Agreement on the dates indicated below.

LOCAL 2110, UAW

THE NEW-YORK HISTORICAL SOCIETY

By: [Signature]

By: [Signature]

Date: March 2, 2016

Date: 3.4., 2016

M. Hirschbein
[Signature]
[Signature]
[Signature]
Michael Coyne