

## 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, 2012, through December 31, 2015, except as modified herein:

1. Wages:

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

Effective 1/1/13: three percent (3.0%)

Effective 1/1/14: three percent (3.0 %)

Effective 1/1/15: three percent (3.0%)

b. The increases in subsection “a” will also be applied to the minimum rates with the exception of the new-hire rate for Coat Check, Cashier, Visitor Services Associate, and Store Sales Associate during the first year of employment, which shall remain at \$12.00. After such employees have worked for the Employer for one year, that employee’s pay rate will be increased to no less than \$13.50 per hour.

2. Health Insurance, Life Insurance and Disability (Article 17): Article 17.E will be amended to provide:

Except as otherwise provided in this Agreement, the Society shall provide the same disability and life insurance to members of the bargaining unit as to non-bargaining unit personnel who are not covered by other collective bargaining agreements, as those benefits may be modified from time-to-time in the Society’s sole discretion, without further obligation to bargain. The Union will be notified of any changes to the above-referenced benefits.

3. Retirement Benefits (Article 38): The text of Article 38 will be amended to state:

N-YHS will contribute seven-and-one-half percent (7.5%) of each bargaining unit member’s base salary to the defined-contribution retirement plan covering members of the bargaining unit.

4. Dress Code: The Employer will no longer require Visitor Services staff to wear a uniform. The following policy will be substituted:

Visitor Services staff are expected to dress appropriately, consistent with good taste and common sense. Without limiting the foregoing, beach flip-flops, sneakers, bare midriffs, sweat pants, shorts, and blue jeans will not be permitted. The Employer may require that a pin or other insignia be worn and/or displayed.

5. 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

*Subject to ratification:*

By: [Signature]

By: [Signature]

Date: 6/3, 2013

Date: 6/5/13, 2013