

MEMORANDUM OF AGREEMENT

Memorandum of Agreement made and entered as of this 9th day of February, 2012 by and between The Bronx Museum of the Arts (hereinafter called the "Employer") and Local 2110 UAW, AFL-CIO (hereinafter called the "Union").

All of the terms and conditions of the Agreement between the Employer and the Union with a term of September 1, 2009 through December 31, 2011 shall continue in full force and effect except as modified herein:

1. Article 36: Duration of Agreement

- a. January 1, 2012 through December ³¹~~31~~, 2014

2. Article 32: Wage Increases

- a. All employees on the payroll on January 1, 2012 shall receive an increase of 1.5% effective January 1, 2012
- b. All employees on the payroll on July 1, 2012 shall receive an increase of 1% effective July 1, 2012
- c. All employees on the payroll on January 1, 2013 shall receive an increase of 2.5% effective January 1, 2013
- d. All employees on the payroll on January 1, 2014 shall receive an increase of 2.5% effective January 1, 2014
- e. Bonus to be paid on ratification of the amendment as follows:
- i. \$400 on January 1, 2012 to all full-time staff, and
 - ii. \$175 on January 1, 2012 to all part-time staff
- f. Yolanda Ramos, Maintenance Officer, shall also receive a lump sum increase to her salary of
- i. \$700 on January 1, 2012, and
 - ii. \$700 on June 30, 2012

3. Article 1: Union Recognition

- a. The definition of Temporary Employee in Article 1(3)(a) of the Collective Bargaining Agreement shall be amended as follows:
- i. Special projects lasting a total period of no longer than four (4) months
 - ii. The final sentence of Article 1(3) is amended to read: in a circumstance involving (a) above, if the special project exceeds four (4) months, any temporary worker, agency worker or intern assigned to the project will be covered by the CBA

4. Article 21: Hours of Work

- a. Article 21(g) of the CBA is amended to provide that "Employees shall be able to schedule compensatory time within three (3) pay periods of the week it was earned"

5. Article 34: Uniforms

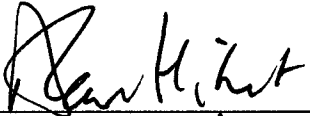
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- a. Article 34 is amended to provide that uniforms are to be cleaned by employees who will receive a \$10.00 weekly stipend to cover the cost of cleaning. The new reimbursement is effective January 1, 2012.
- 6. Article 10: Non-Discrimination
 - a. Article 10 is amended to add "gender identity or expression" to the non-discrimination language

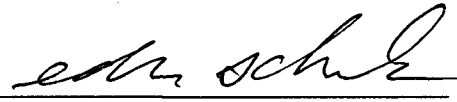
The terms of this Agreement are subject to ratification by the bargaining unit employees.

The Bronx Museum of the Arts

Local 2110 UAW



Date: 2/14/2012



Date: 2/14/2012