MEMORANDUM OF AGREEMENT

Memorandum of Agreement ("Agreement") made this 5th day of May 2026 between HISPANIC SOCIETY OF AMERICA (the "Museum") and Local 2110 UAW, AFL-CIO (the "Union"). The Collective Bargaining Agreement between the parties that expired September 30, 2025, is hereby extended to and including May 5, 2030, except as modified below, provided, however that no changes identified herein shall take effect prior to the Ratification Date except the 3% wage increases referenced in Article 23 below.

NEW ARTICLE – Hybrid Work Schedule

Employees may be able to work from home for up to two (2) days per week with the permission of their manager, based upon the employee's productivity working from home. Such permission shall not be unreasonably denied. Certain employees are not eligible to work from home based upon the nature of their position.

NEW ARTICLE – Timekeeping

The employer may require hourly employees to record their hours of work for payroll purposes and is responsible for providing an accurate and accessible platform for timekeeping.

ARTICLE 1 – Recognition

Section 2 shall be amended to include the following:

Grant-funded fellows and researchers are not entitled to a wage increase during their first year of employment. Full-time grant-funded fellows and researchers will receive a payment of $500 per month in lieu of health benefits.

ARTICLE 18 – Seniority

Section 2 shall be revised as follows:

Transfers: Employees shall be entitled to transfer to other positions for which they qualify. When two (2) or more employees express interest in the same position, management may select the most qualified applicant based on expertise, skill and ability. Where expertise, skill and ability are **relatively** equal, the employee with greater seniority shall be selected. ~~Where skill and ability are relatively equal,~~ qualified internal applicants shall be selected before outside applicants. ~~Where two (2) or more qualified internal applicants apply, the employee with greater seniority shall be selected.~~

ARTICLE 24 – Retirement

Shall be revised as follows:

The Employer will contribute the following amounts annually to each eligible employee's 403(b) retirement account:

$1,200 in 2026;
$1,300 in 2027;
$1,400 in 2028;
$1,500 in 2029.

To be eligible, an employee must have completed one (1) year of service and worked more than 1,250 hours in the prior year. In addition, for all eligible employees, the Employer will contribute a 403(b) plan match of fifty percent (50%) of the first five percent (5%) of the employee's salary contribution to their 403(b) account, subject to all other terms and conditions of the plan.

ARTICLE 25 – Paid Time Off

Shall be revised as follows:

1. All employees will be entitled to the following ten (10) holidays:

    MLK Jr Day
    President's Day
    Good Friday
    Memorial Day
    Juneteenth
    Independence Day
    Labor Day
    Columbus / Indigenous Peoples Day
    Thanksgiving Day
    Friday after Thanksgiving

    The Employer's offices will be closed from Christmas Eve through New Year's Day, except for 2025, during which the Employer's offices will be closed from December 22 through December 27.

    Library employees will not be required to work on Saturdays after Thanksgiving.

2. Employees will accrue vacation as follows:

- Less than four (4) years of service: three (3) weeks or fifteen (15) days.
- Four (4) or more years of service but less than nine (9): four (4) weeks or twenty (20) days.
- Nine (9) or more years of service: five (5) weeks or twenty-five (25) days.

Employees may carry over up to five (5) unused vacation days from one year to the next, provided that those days are used before September 1 of the next year. All vacation time must be approved in advance by management, which shall not be unreasonably denied.

When a holiday falls on a day on which an employee is not scheduled to work, the Employer makes a floating holiday available that may be used on a day other than the holiday itself.

3. Employees shall be granted three (3) personal days per year.

4. With prior management approval, on an exception basis, employees may elect to consolidate vacation and personal days to allow them to take one (1) month off.

5. Employees must enter all vacation, personal and sick days on their employee portal of the Prestige payroll system. Vacation and personal days to be entered prior to taken and sick days entered as taken.

6. Employees shall be granted ~~five (5)~~ eight (8) days sick leave per year.

~~7. PTO will not be advanced.~~

8. PTO for part-time employees shall be pro-rated based on the weekly hours of work averaged over a previous quarter.

ARTICLE 27 – Professional Development

Shall be revised as follows:

The Employer shall designate a minimum of $750 per employee per year for professional development, with greater amounts available to employees who are conducting research under the Huntington Fund. Employees may apply for approved research, courses, conferences and training that will enhance the employee's career at the Employer. The Employer shall not unreasonably deny approval for applications for professional development funding. This amount will be prorated for part-time employees.

ARTICLE 23 – Compensation

Shall be revised as follows:

1. Across-the-board increases: three percent (3%) increase to wages, effective October 1 of 2025, 2026, 2027, 2028, and 2029.

2. Seniority steps:

    a. Five (5) years of service – one thousand dollars ($1,000) increase to base pay.

    b. Ten (10) years of service – additional one thousand dollars ($1,000) increase to base pay to the total of two thousand dollars ($2,000).

3. Minimums, effective upon ratification:

    a. Group 1: $57,000/year, to be increased to $58,500/year on May 5, 2027, and $60,000/year on May 5, 2028.

    b. Group 2: $65,000/year

    c. Group 3: $70,000/year

    d. Group 4: $78,500/year14

    e. Group 5: $100,000/year

    f. Part-time employees: $26.00/hour, to be increased by $1.00/hour on October 1 of each consecutive year of the agreement.

4. Groups:

    a. Add Reading Room Assistant in Group 1

    b. Move Assistant Librarian, Manager of Institutional Giving – Grantswriter, and Manager of Individual Giving & Social Media from Group 2 to Group 3

    c. Add Senior Educator, Graphic Designer, Manager PR & Special Events, Grant Manager, Manager of Marketing & Digital to Group 3

    d. Add Educator to Group 2

MISCELLANEOUS:

1. The employer will transition employees performing non-manual labor to biweekly payroll.
2. Use grievance form when filing grievances in accordance with Article 17 - Grievance & Arbitration.
3. Upon ratification, Noemí Espinosa Fernández will be brought to $85,000/year.

ACCEPTED AND AGREED

HISPANIC SOCIETY OF AMERICA	LOCAL 2110 UAW, AFL-CIO
Lisa Dowd	[signature]
Print Name: Lisa Dowd	Print Name: Olga Brudastova
Title: Director of Human Resources	Title: President
Date: 5/5/2026	Date: 5/5/26

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