

MEMORANDUM OF AGREEMENT

Memorandum of Agreement made and entered into as of this 16th day of December, 2014 by and between the Bronx Museum of the Arts (the "Employer") and Local 2110 UAW, AFL-CIO (the "Union").

All the terms and conditions of the Agreement between the Employer and the Union with a term of January 1, 2012 through December 31, 2014 shall continue in full force and effect except as modified herein:

1. Article 36: Duration of Agreement

- (a) January 1, 2015 through December 31, 2018

2. Article 32: Wage Increases

- (a) All full-time employees on the payroll on January 1, 2015 shall receive an increase of \$1,000; all part-time employees on the payroll on January 1, 2015 shall receive an increase of \$600; in both cases, effective January 1, 2015.
- (b) All employees on the payroll on January 1, 2016, shall receive an increase of 2.5% per year effective January 1, 2016.
- (c) All employees on the payroll on January 1, 2017, and January 1, 2018, shall receive an increase of 2% per year effective January 1, 2017, and 2018, respectively.
- (d) Additionally, the senior Custodian/Porter and the senior Security Officer, Yolanda Ramos, and Moises Rivera, shall receive a one-time increase of 5%, and 1.75%, respectively, on their new wages detailed in paragraph 2(a) above, in recognition of their long service and contribution to the Museum. These increases shall be effective January 1, 2015.
- (e) A one-time holiday ratification bonus shall be paid in the December 31, 2014 payroll of \$425 for all full-time bargaining unit employees, and \$200 for all part-time bargaining unit employees.

3. Article 33; Minimum Wages

The minimum wages listed in Article 33 for the roles specified below shall be increased by the following amounts on January 1st of years 2015 through 2018:

Security Officer: 2015: \$1,000; 2016 to 2018: \$500 (per year)
Custodian /Porter: 2015: \$1,000; 2016 to 2018: \$500 (per year)
Visitor Services: 2015: \$1,000; 2016 to 2018: \$500 (per year)
Visitor Services Coordinator: 2015: \$1,000; 2016 to 2018: \$500 (per year)
Researcher: 2015: \$1,000; 2016 to 2018: \$500 (per year)
Community Outreach: 2015: \$1,000; 2016 to 2018: \$500 (per year)

Changes to the minimum wages shall not result in any additional wage increases for any bargaining unit employees.

4. Employer shall include a part-time Security Officer position in the bargaining unit of no less than 20 hours per week, effective January 1, 2015. This position will be offered and filled by Ishmael Aviles. Employer will not be required to fill the part-time position when it becomes vacant.

5. Article 34: Uniforms

(a) Article 34 is amended to provide that uniforms are to be cleaned by all Security Officer and Custodian/Porter employees who shall receive the following weekly stipends to cover the cost of cleaning: full-time employees: \$12.50 per week; part-time employees: \$12.50 per week prorata (their regular hours of employment). The new reimbursement is effective January 1, 2015.

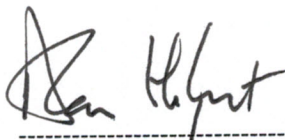
(b) Article 34 is further amended to provide that all full-time and regular part-time Security Officers and Custodian/Porters shall be provided with a winter/rain jacket provided by the Museum.

6. Article 22: Vacation

(a) Article 22(1) is amended to provide that the vacation leave benefits specified shall be amended to read as follows: less than three years of service: 12 days per year; three years to less than five years: 17 days; five years to less than ten years: 22 days; more than ten years: 27 days.

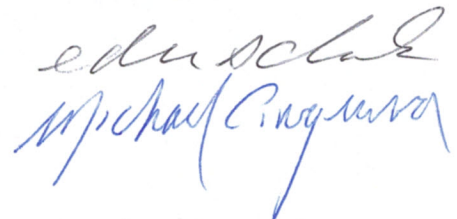
The terms of this Agreement are subject to ratification by the bargaining unit members of Employer.

The Bronx Museum of the Arts



Date: 12/16/2014

Local 2110 UAW



12/16/2014

Date: