Local 2110 UAW and Good Old Lower East Side (GOLES) agree to the following changes in the Collective Bargaining Agreement between them. The agreement between GOLES and the union which expired on December 31, 1999 shall be continued until December 31, 2002 except as modified below.

- 1. Article 3. Revise D. All employees shall serve a probationary period of 3 months.
- 2. Article 4. Add: Assignment of hours in the thrift store shall be done on the basis of seniority.
- 3. Article 8. Severance will be paid at 4 wks after 5 years of service.
- 4. Article 9c Add. Office Employees required to work on Saturday shall receive compensation at at the rate of 1 1/2. Sunday work shall be compensated at twice regular compensation. Comp time shall be taken within 12 months of its being earned, and in consultation with the supervisor and Executive Director may be added to sick leave and holiday leave. Employees in consultation with the supervisor and after reasonable efforts to schedule in advance have been taken, may take comp time on the morning or afternoon of the day following the day it was earned.
- 5. Article 17. At the start of an employee's 10th year he/she shall receive a vacation of 26 days. Section E.All post- probationary employees shall receive 3 personal days per year commencing with January 1, with no carry over. These days shall not be added to holiday leave except in consultation with the Executive Director and the supervisor.
- 6. Article 18. Sick days may be used to care for an ill relative or household member.
- 7. Article 35. Goles shall use every reasonable effort to meet the minimum ASHRAE standards for ventilation, temperature and humidity.
- 8. The Employer shall post on the first Monday of January of each year the list of holidays for the Office staff and the Thrift Stores staff.
- 9. There shall be a Union Bulletin Board posted in the office and in the stores.

This Memorandum is subject to ratification by the union.

GOLES