

Memorandum of Agreement

By and between

NEW YORK CIVIL LIBERTIES UNION and TOP LOCAL 2110, UAW, AFL-CIO

March 31, 2014

IT IS HEREBY AGREED that the collective bargaining agreement with a term of April 1, 2008 through March 31, 2014 shall continue in force and effect *except* as modified below:

1. Increase the salary of all employees as follows:
Effective April 1, 2014, \$1800
Effective April 1, 2015 – 3 percent (3%)
Effective April 1, 2016 – 3 percent (3%)
Effective April 1, 2017 – 3 percent (3%)
Effective April 1, 2018 – 4 percent (4%)
2. Increase the annual full time minimum salaries for all titles except the bookkeeper to \$30,000 effective April 1, 2014; increase the annual full time minimum salary for the bookkeeper to \$32,000 effective April 1, 2014; increase all annual full time minimum salaries by \$2,000 effective April 1, 2016.
3. Breakfast, lunch & dinner: Increase the meal allowance for employees working overtime as follows: Breakfast \$4; lunch \$8 and dinner \$12 and increase the taxi allowance to \$17.
4. Parties agree to continue discussion on the creation of senior level positions within the bargaining unit.

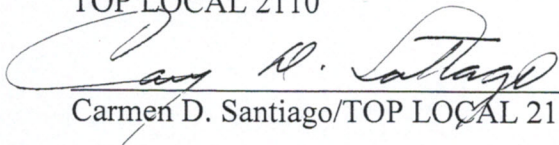
This agreement is subject to ratification by the union members.



Eden Schulz, Secretary/Treasurer,
TOP LOCAL 2110



Nanette Francia-Cotter, NYCLU Deputy Director



Carmen D. Santiago/TOP LOCAL 2110 Unit Chair