

# Memorandum of Agreement

By and Between

NEW YORK CIVIL LIBERTIES UNION and LOCAL 2110, UNITED AUTO WORKERS

It is hereby agreed that the Collective Bargaining Agreement with a term of April 1, ~~2014~~ <sup>2019</sup> through March 31, ~~2019~~ <sup>2024</sup> shall continue in force and effect except as modified below: CAS

1. Increase the salary of all employees as follows:

Effective April 1, 2019 - 5 percent (5%)

Effective April 1, 2020 - 5 percent (5%)

Effective April 1, 2021 - 4 percent (4%)

Effective April 1, 2022 - 4 percent (4%)

Effective April 1, 2023 - 3 percent (3%)

2. Full time minimum salaries for all titles shall be increased the same percentage as wage increases, effective April 1 of each year.

3. Article 13 F. shall be revised to provide for the following qualifying reimbursements:

Breakfast- Ten Dollars (\$10), Lunch- Fifteen Dollars (\$15), Dinner- Twenty Dollars (\$20)

4. Article 13 G. shall be revised to provide for up to Twenty Five Dollars (\$25) taxi reimbursement

5. NYCLU shall cover premium costs for the New York Paid Family Leave benefit.

6. NYCLU shall provide a Five Thousand Dollar (\$5,000) bonus, upon retirement, to members who retire with at least thirty (30) years of service to defray costs of retiree health care.

7. Article 21, No Discrimination, shall be revised to add "genetic information" and "citizenship status".

8. NYCLU shall fill an additional Administrative Assistant position as soon as is practicable.

Michael Cinquina Michael Cinquina for Local 2110

Carmen D. Santiago 4/1/19 Carmen D. Santiago for Local 2110

[Signature] for NYCLU