

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) made and entered into by and between The New-York Historical Society (“Employer”) and Local 2110, UAW (“Union”) shall extend the current collective bargaining agreement (“CBA”), which expired on December 31, 2019 through December 31, 2022, except as modified herein:

1. Term

January 1, 2020 through December 31, 2022

2. Wages

A. Minimum pay rates shall be as set forth on Exhibit A, attached hereto. Wage rates for positions not listed on Exhibit A will be increased by the percentages set forth in paragraph 2.B, below.

B. General Increases

Effective retroactively to the first day of the first pay period of 2020, each employee’s pay rate shall be increased by the greater of three percent (3.0%) or an increase to the minimum pay rate for the position.

Effective the first day of the first pay period of 2021, each employee’s pay rate shall be increased by three percent (3.0%).

Effective the first day of the first pay period of 2022, each employee’s pay rate shall be increased by three percent (3.0%)

3. Health Insurance

A. A health care renewal with premiums rising over the combined period of years 2 and 3 of this Agreement (*i.e.*, the percentage increase in the premium rate for 2021 plus the percentage increase in the premium for 2022) up to 15% will not result in a reduction in the scheduled wage increase for 2022. Notwithstanding the scheduled wage increases set forth in paragraph 2, above, and Exhibit A, if the premium increase for that two-year period exceeds 15%, there will be a reduction in the scheduled wage increase for the third year of this Agreement (*i.e.*, 2022) to the extent that the health care premiums rise above 15% for the two-year period referenced in this paragraph 3.A. In no event will wages be reduced by more than 1%.

B. A health care renewal with premiums rising between 0% and 8% for the two-year period referenced in paragraph 3.A, above, will result in an increase in the scheduled

wage increase for the third year of this Agreement (*i.e.*, 2022). The amount of the increase will be based on the extent that the increase is below an 8% renewal for the two-year period referenced in paragraph 3.A, above, and Exhibit A. In no event will wages be increased by more than 1% in addition to the scheduled wage increases set forth in paragraph 2.

- C. Wage increases will be put in place as soon as practicable following N-YHS receipt of notice of the Emblem Health renewal rate for 2022, and will be retroactive to the first day of the first pay period of January 2022.
- D. For purposes of clarity, the employer's health care cost obligation is limited to monthly premium payments.

4. Special Events

- A. Where a special event necessitates the movement of Library staff, N-YHS will give Library employees notice of the special event within 24 hours after the event booking has been finalized.
- B. In such event, Library staff will be provided with appropriate work space including desk or table space.
- C. When the Library is booked for an event, the Library will have priority for booking the second floor Academy classroom when it is not in use by the Education Department. If Special Events requires the space, alternate options will be discussed.
- D. If N-YHS closes to the public for a private event on a day when part-time Visitor Services ("VS") staff would otherwise be scheduled to work, N-YHS will offer coat check work for that event to such part-time VS staff members, subject to the following conditions:
 - i. To the extent possible, such coat check work will be offered no less than two weeks prior to the event, with information about the planned start and end times. VS staff offered that work opportunity must respond in writing within one (1) week after being notified of the event stating whether they are accepting the offer to work the event.
 - ii. Dress code and performance standards will be as set forth by the N-YHS Special Events department, and will be provided promptly in writing. The Special Events department may decline to offer further special event work opportunities to any VS staff who fail to comply with these requirements.
 - iii. During the event, VS staff may be required to take direction from N-YHS managers as well as non-N-YHS third-party representatives.

iv. If a client requests that coat check services be provided only by a third party entity, N-YHS will not be required to offer coat check work to VS staff.

5. Labor Management Committee

The parties agree to establish a Labor Management Committee to meet quarterly with no more than three representatives from the Union. Meetings will be scheduled at mutually agreeable times and last no longer than one hour in duration during working hours.

6. Consolidated Agreement

The parties agree to include in the final contract any language that may be necessary as a result of their agreement and to execute a consolidated Collective Bargaining Agreement as soon as reasonably practicable.


7. Ratification

This Agreement is subject to ratification by the bargaining unit, and will be recommended for ratification with the support of the Union's bargaining committee.

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to execute this Agreement on the dates indicated below.

LOCAL 2110, UAW

THE NEW-YORK HISTORICAL SOCIETY


By: Marlene Hirschbein

By: [Signature]

Cybil Jacobs
Molly McBride Jacobson

Date: 2/26/20 6:20 PM

Date: 2/27/2020

[Signature]

Exhibit A

Part Time Minimum Hourly Rates

Jan. 2020: \$18.00

Jan. 2021: \$18.50

Jan. 2022: \$19.00

<u>Full Time Position Minimums</u>	<u>Jan. 2020</u>	<u>Jan. 2021</u>	<u>Jan. 2022</u>
Sales Associate FT	\$ 32,760.00	\$ 33,670.00	\$ 34,580.00
Visitor Service Associate FT	\$ 32,760.00	\$ 33,670.00	\$ 34,580.00
Mail & Supply Coordinator	\$ 32,760.00	\$ 33,670.00	\$ 34,580.00
Call Center Reservationist	\$ 36,000.00	\$ 37,080.00	\$ 38,192.40
Switchboard Operator	\$ 36,000.00	\$ 37,080.00	\$ 38,192.40
Rights & Reproduction Assistant	\$ 41,000.00	\$ 42,230.00	\$ 43,496.90
E-Commerce Coordinator	\$ 46,000.00	\$ 47,380.00	\$ 48,801.40
Tech Service Assistant	\$ 46,000.00	\$ 47,380.00	\$ 48,801.40
Art Handler	\$ 52,000.00	\$ 53,560.00	\$ 55,166.80
Processing Archivist	\$ 54,000.00	\$ 55,620.00	\$ 57,288.60
Reference Librarian	\$ 54,000.00	\$ 55,620.00	\$ 57,288.60