

## 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, 2022 through December 31, 2027, except as modified herein:

1. Term

January 1, 2023 through December 31, 2027

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, and for part-time hourly-paid positions whose pay rate was higher than \$21.50 as of December 31, 2022, will be increased by the percentages set forth in paragraph 2.B, below.

B. General Increases (other than for Part-Time Hourly Employees)

Effective retroactive to the first day of the first pay period of 2023, each employee still employed as of the ratification date shall have their pay rate increased by the greater of four percent (4.0%) or an increase to the minimum pay rate for their position.

Effective the first day of the first pay period of 2024, each employee’s pay rate shall be increased by three and a half percent (3.5%).

Effective the first day of the first pay period of 2025, each employee’s pay rate shall be increased by three percent (3.0%).

Effective the first day of the first pay period of 2026, each employee’s pay rate shall be increased by three and a half percent (3.5%).

Effective the first day of the first pay period of 2027, each employee’s pay rate shall be increased by three and a half percent (3.5%).

Most favored nations: If the general wage increase for non-union employees in any year of this Agreement is greater than the increase set forth above for such year, the percentage wage increase under this Agreement will be increased to match that percentage increase.

3. Paid Time Off

A. Holidays

Juneteenth will be added to the list of annual paid holidays.

B. Paid Parental Leave

Employees will continue to be eligible for the Employer's Paid Parental Leave Policy in the Employer's Employee Handbook, which may be updated from time to time.

C. Sick Leave

Effective June 30, 2023, part time employees will accrue 60 hours of sick leave on an annual basis. Sick time will accrue at the rate of 2.31 hours on a bi-weekly basis.

4. Professional Development

The Employer commits to fund a \$5,000 pool each contract year for training/professional development. Any amount left over at the end of the year shall be rolled over to the subsequent year, up to one-year's allotment of unused professional development funds.

Guidelines and the review process for accessing training/professional development funds will be set by the Employer. An individual's request shall not be unreasonably denied.

5. Hybrid Work Policy

Employees will continue to be eligible to participate in the Employer's Hybrid Work Policy in the Employer's Employee Handbook, which may be updated by the Employer from time to time. Any changes to the policy will be discussed with the Union in advance.

6. Orientation

The Union will be given the opportunity, following the Employer's regularly scheduled orientations for new employees, to meet with new hires into the bargaining unit.

7. 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.

8. Ratification

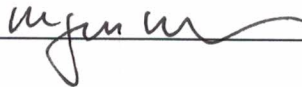
This Agreement is subject to ratification by the bargaining unit and will be recommended for ratification with the unanimous support of the Union's bargaining committee.

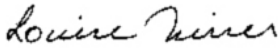
IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to execute this Agreement on the dates indicated below.

LOCAL 2110, UAW

THE NEW-YORK HISTORICAL SOCIETY

Subject to Ratification:

By: 

By:   
Louise Mirrer, President and CEO

Date: May 4, 2023

Date: 5/4/2023

By:   
Richard Shein, Chief Financial Officer

Date: 5/4/2023

Exhibit A

Part-Time Minimum Hourly Rates<sup>1</sup>

January 2023: \$21.50  
January 2024: \$22.00  
January 2025: \$22.75  
January 2026: \$23.75  
January 2027: \$24.75

Full-Time Position Minimum Pay Rates

<u>Position</u>	<u>Jan. 2023</u>	<u>Jan. 2024</u>	<u>Jan. 2025</u>	<u>Jan. 2026</u>	<u>Jan. 2027</u>
Sales Associate FT	\$45,500	\$47,092.50	\$48,505.28	\$50,202.96	\$51,960.06
VSA FT	\$45,500	\$47,092.50	\$48,505.28	\$50,202.96	\$51,960.06
Mail & Supply Coordinator	\$45,500	\$47,092.50	\$48,505.28	\$50,202.96	\$51,960.06
Call Center Reservationist	\$45,500	\$47,092.50	\$48,505.28	\$50,202.96	\$51,960.06
Switchboard Operator	\$45,500	\$47,092.50	\$48,505.28	\$50,202.96	\$51,960.06
Rights & Reproduction Assistant	\$45,500	\$47,092.50	\$48,505.28	\$50,202.96	\$51,960.06
E-Commerce Coordinator	\$55,000	\$56,925	\$58,632.75	\$60,684.90	\$62,808.87
Tech Service Assistant	\$57,500	\$59,512.50	\$61,297.88	\$63,443.30	\$65,663.82
Art Handler	\$62,000	\$64,170	\$66,095.10	\$68,408.43	\$70,802.72
Processing Archivist	\$63,500	\$65,722.50	\$67,694.18	\$70,063.47	\$72,515.69
Reference Librarian	\$63,500	\$65,722.50	\$67,694.18	\$70,063.47	\$72,515.69

<sup>1</sup> Employees whose pay rate as of December 31, 2022 was below \$21.50 will receive increases to the hourly minimum specified on this Exhibit A each January 1. Employees whose pay rate as of December 31, 2022 was above \$21.50 will receive the percentage increases set forth in Paragraph 2.B of the Memorandum of Agreement.