

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is made between The Tenement Museum (“Museum” or “Employer”) and Local 2110 UAW (“Local 2110” or “Union”). The collective bargaining agreement (“CBA”) between the parties shall be extended to and including December 31, 2023, except as modified below.

1. Compensation. A new article shall be added to the CBA including the following terms:

a. Minimum Pay Rates:

Effective November 1, 2021:

Education Department

Minimums/Increases

Educator (part-time)	Greater of \$20.00/hour or 2.5% (additional \$1.00/hour for those trained to perform costumed interpreter roles)
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Educator (full-time)	\$42,640/year
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Lead Educator (full-time)	\$46,500/year
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Retail/Visitor Services

Retail Associate (full-time)	\$36,400/year
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Retail Associate (part-time)	\$17.50/hour
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Advance Sales & Billing Associate (f-t)	\$40,000/year
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Advance Sales Reservation Associate (f-t)	\$46,500/year
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Visitor Services Associate (full-time)	\$36,400/year
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Visitor Services Associate (part-time)	\$17.50/hour
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Payment for retroactive increases effective November 1, 2021 shall be made within two weeks after ratification of this Agreement.

Effective January 1, 2023:

3.0% increase to employees hired on or before January 1, 2023.

- b. Merit Pay: The Museum may grant individual increases in excess of the scheduled minimum increases.
- c. Anniversary-Based Increases: Employees who would reach their service-anniversary date between the ratification date and December 31, 2021 will receive a \$0.50 increase on their service-anniversary during that period. Anniversary-based increases will not be granted following December 31, 2021.

2. Health and Welfare Benefits: A new article shall be added to the CBA stating as follows:

Employees in the bargaining unit will be eligible to participate in health, dental and retirement benefit plans on the same basis and terms as other employees of the Museum. Changes to such benefit plans and/or carriers shall automatically become applicable to the bargaining unit, without further obligation to bargain. Notwithstanding the above, any increases in employee health or dental premium contributions shall be no greater than the percentage increase in contributions required of the Museum by its health or dental insurance carrier, respectively.

3. Ratification: This Agreement is subject to ratification by the Local 2110 bargaining unit.

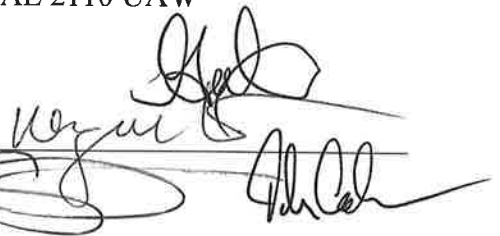
AGREED:

LOWER EAST SIDE TENEMENT MUSEUM

By: 

Date: November 11, 2021

LOCAL 2110 UAW

By: 

Date: November 11, 2021