

**HISPANIC SOCIETY OF AMERICA
AND
LOCAL 2110, UAW,
OFFICE, TECHNICAL AND
PROFESSIONAL EMPLOYEES

COLLECTIVE BARGAINING
AGREEMENT**

May 19, 2023 – September 30, 2025

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ARTICLE 1 – Recognition

1. The Hispanic Society of America (“Employer”) recognizes Technical, Office and Professional Union Local 2110 UAW (the “Union”) as the exclusive bargaining agent for the unit certified by the National Labor Relations Board in Case No. 02-RC- 276833, including all full-time and regular part-time professional and nonprofessional employees, including Librarian (Professional), Program Assistant, Public Relations Assistant, Senior Curator, Assistant Curator, Director of Public Relations/Membership/Special Events/Public Programs, Head of Conservation, Object Conservator/Collection Manager, Head Curator of Prints and Photographs, Registrar employees, Maintenance, Librarian (Non-Professional), Librarian Assistant, Development Assistant, Education Assistant and Bookbinder, and Maintenance employed by the Employer at its 613 W 155th St, New York, NY 10032 facility, and excluding the Executive Assistant to the Directors Office, Facility Directors, confidential employees, guards, supervisors and managers within the meaning of the Act.
2. Temporary employees employed for less than one hundred and twenty (120) days who have been so informed by the Employer shall be excluded from the bargaining unit. In the event that such employees’ employment exceeds this period, they shall be included in the bargaining unit. Fellows, researchers, and interns and individuals who are part-time, working on grants shall not be considered part of the bargaining unit during their first six (6) months of employment. Such employees whose term of employment exceeds six (6) months shall be included in the bargaining unit and their seniority date shall be their initial date of employment.

ARTICLE 2 – Union Security and V-CAP

1. All members of the bargaining unit shall either become members of the Union or pay agency fees to the Union no later than thirty (30) calendar days after the start of their employment or the execution of this Agreement, whichever is later, and shall thereafter be obligated to pay uniformly required dues or agency fees as a condition of continued employment.

2. An employee who fails to satisfy the above shall be discharged within thirty (30) calendar days following the receipt of a written demand from the Union requesting their discharge if, during said period, the required dues or agency fees have not been tendered. The Employer shall have no obligation to terminate any employee pursuant to this provision, however, unless the Union has demonstrated to the Employer that it has provided the employee a written notice of dues delinquency, containing, at a minimum, the following information: a) the employee has failed to tender dues as required; b) the amount of dues owed; c) instructions on remitting such dues; d) that if the employee does not tender such dues within ten (10) working days following receipt of the notice, the Union will request the employee's discharge and the Employer will discharge the employee within thirty (30) days if the employee does not cure the delinquency in payments.
3. The Union agrees that it will indemnify and hold the Employer harmless from any recovery of damages sustained by reason of any action taken under this Article.
4. Upon receipt of a written authorization, the Employer shall promptly deduct from an employee's wages all membership dues (or agency fees) as provided in the authorization form executed by the employee. Such deductions shall be made each pay period. The Employer will notify the Union promptly of any revocation of such authorization received by it.
5. The Employer shall forward those funds on a monthly basis to the Union with a report listing the names of all employees for whom dues or fees are deducted, the amount and pay period of the deduction, and delineating any amount deducted for an initiation fee, or retroactive fees. Once the funds are remitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.
6. The Employer shall be relieved from making such deductions from any employee who is not on the payroll because of an unpaid leave of absence or whose employment has been terminated.
7. The Employer shall provide new hires with an introductory letter signed by the Union per Exhibit __, a Union membership form, and a copy of the Agreement. A Union representative shall be entitled to hold a thirty (30) minute union orientation meeting with a new employee during work hours within ten (10) business days of notice of their hire.

8. The Employer agrees to deduct from the pay of an employee voluntary contributions to UAW V- CAP, provided that each such employee has executed an “Authorization for Assignment and Checkoff of Contributions to UAW V-CAP” form.
 - a. Deductions shall be made only in accordance with the provisions of and in the amounts designated in said “Authorization for Assignment and Checkoff of Contributions to UAW V-CAP” form, together with the provisions of this section of the Agreement. The minimum contribution shall be \$1.00 per paycheck.
 - b. A properly executed copy of the “Authorization for Assignment and Checkoff of Contributions to UAW V-CAP” form for each employee for whom voluntary contributions to UAW V-CAP are to be deducted hereunder, shall be delivered to Employer before any such deductions are made. Deductions shall be made thereafter, only under the applicable “Authorization for Assignment and Checkoff of Contributions to UAW V- CAP” forms which have been properly executed and are in effect.
 - c. The Employer agrees to remit said deductions promptly to UAW V-CAP, care of the Union. The Employer further agrees to furnish the Union with the names of those employees for whom deductions have been made, the amounts that have been deducted, and the pay period for which they have been deducted.

ARTICLE 3 – Notice

1. Notice to the Union shall be in writing and sent electronically to local2110@2110uaw.org and/or by mail to the office of the Union.
2. Notice to the Employer shall be in writing and sent electronically to Christina Springer or her designee and/or by mail to 613 W. 155th Street, New York, NY, 10032.

ARTICLE 4 – Information to the Union

1. The Employer shall provide notice to the Union and the Unit Chair of new hires within thirty (30) days, including name, email address (Employer and personal), date of hire, job title, division or department, salary, classification, exempt/non-exempt status, home

address, home telephone number, work extension, date of birth, gender, and ethnicity, if known to the Employer.

2. The Employer shall provide notice of resignations to the Union and the Unit Chair within thirty (30) days of occurrence, including name and date of termination of employment.
3. The Employer shall provide notice to the Union and the Unit Chair of transfers, promotions, relocation, merit increases, reclassifications, title changes, reporting relationships, and substantive changes in job description within thirty (30) calendar days of occurrence.
4. The Employer shall provide notice of temporary employees within thirty (30) days of hire, including name of employee, expected duration of appointment, department and position the temporary is assigned to.
5. Absent exigent circumstances, the Employer shall provide no less than forty-five (45) days advance notice to the Union and the Unit Chair of any reorganization or technological change that will result in a reduction of positions, the creation of new positions, changes in the reporting structure, or new job descriptions for existing employees. Such notice shall include names of affected employees, title and department of affected employees and/or new position(s), projected date of change, and reason(s) for change.

ARTICLE 5 – Union Rights

1. Union representatives shall have reasonable access to the Employer premises upon notice to the Employer for the purpose of conferring with its Unit Chair and/or employees covered by this Agreement. Such visits shall not interfere with the Employer operations.
2. There shall be a union-designated bulletin board near the employee mailboxes.
3. Upon reasonable notice to the Employer, the Unit Chair and Delegate shall be allowed a reasonable amount of time off, in management's discretion, to handle grievances and hold necessary meetings with members.
4. The Employer shall not unreasonably deny occasional requests to hold a unit-wide meeting during work hours on the premises so that members of the unit may confer with union representatives, provided that this shall not interfere with the timely completion of the employees' work responsibilities.

ARTICLE 6 – Non-discrimination

The Employer will not discriminate based on race, color, creed, gender (including gender identity and pregnancy), religion, national origin, ancestry, age, disability, marital status, sexual orientation or registered domestic partner status, alienage or citizenship status, genetic information or characteristics, genetic predisposition or carrier status, medical condition or any other class or status protected by applicable federal, state and local laws.

ARTICLE 7 – Severability

If any provision of the Agreement is adjudicated to be unlawful, no other portion, provision, or article of this Agreement shall be invalidated. The parties shall bargain in good faith with respect to any provision found to be unlawful.

ARTICLE 8 – Professional Conditions

1. Requests for flexible hours or to work remotely from home shall be handled on a case-by-case basis.
2. Subject to management approval, employees shall have reasonable latitude, where appropriate, to exercise professional judgment within their area of expertise in deciding how best to accomplish their work. Any disputes arising under this subject may be subject to labor-management meetings but not the grievance and arbitration procedure.

ARTICLE 9 – Subcontracting

There shall be no subcontracting that will result in the reduction of bargaining unit positions unless otherwise provided for in this Agreement. The Employer retains the right to hire as needed to meet the smooth operation of the institution.

ARTICLE 10 – Successorship

This Agreement shall be binding upon all successors and assigns of the Employer.

ARTICLE 11 – Personal Work

Employees shall not be required to perform personal errands for any other employee, Board Member, Vendor, Patron, or Visitor of the Employer.

ARTICLE 12 – Labor-Management Committee

1. The Union and the Employer agree to establish a joint Labor-Management committee that shall meet quarterly (or more frequently, if necessary) about issues of concern to the parties, including collections care. The management representatives on the committee shall include at least one member of the Employer’s executive team including the Executive Director or the Deputy Director. The Union shall designate its own representatives to the committee which shall include a staff representative from Local 2110 and no more than three (3) bargaining unit employees. Either party desiring to raise or present specific issues shall circulate a written agenda to the other party at least five (5) business days prior to the meeting.
2. The Union may request to meet with the Employer Executive Director, the Board of Directors or a designated subcommittee. Such requests shall not be unreasonably denied.

ARTICLE 13 – Personnel Files

1. An employee may review and have a copy of all material in their Personnel File up to a maximum of two (2) times per year, with three (3) working days’ notice to the Human Resources or other responsible Department, provided, however, that in exigent circumstances, the Employer shall have additional time to make the Personnel File available for review.
2. Except pursuant to legal process such as a subpoena, a notice or request to produce documents in litigation or a request from a government agency, only authorized supervisors and designated Employer representatives or agents will have access to an employee’s personnel file. Notwithstanding, the Employer will cooperate and provide access to an employee’s personnel file to local, state and federal agencies in accordance with applicable law.

3. Confidential health/medical records will be kept separately from an employee's personnel file.

ARTICLE 14 – Health and Safety and Workplace Conditions

1. The Employer shall provide a safe and healthful workspace.
2. Health and Safety Committee: The Union and the Employer agree to establish a joint Health and Safety Committee composed of at least two (2) representatives from each party. The Committee shall convene within thirty (30) days of the ratification of the Agreement and thereafter, at least twice per year, and in the event of an urgent health and safety situation, including but not limited to inclement weather or serious HVAC issues. The Committee shall work to identify health and safety problems and recommend solutions, discuss health and safety procedures and training for employees, and review test results.
3. The Employer will share its renovation plans with the Health and Safety Committee so that the Committee may anticipate the impact of construction on employees and discuss appropriate measures to insure employees' health and safety.
4. The Committee shall be promptly notified of any urgent health and safety situation affecting employees.
5. The Employer will provide test results and clearance notifications arising from workplace safety inspections.
6. The Employer shall provide periodic health and safety training to employees, including but not limited to evacuation, fire safety, active shooter training, etc.
7. The Employer shall provide appropriate and safe equipment and tools for employees' usage.
8. Injury Forms: Employer shall make C-2 workers compensation forms concerning unit members available to the Union, subject to appropriate redactions of medical or other confidential information.
9. Asbestos Removal, Painting and Construction: Where feasible, the Employer shall provide affected employees and the Union with at least seventy-two (72) hours advance notice of asbestos removal, planned painting or construction done in employees' work areas.

10. Ergonomics: Ergonomic considerations shall be a factor in the Employer's selection of furniture and other equipment.

ARTICLE 15 – Discipline and Discharge

1. No bargaining unit employee shall be disciplined or discharged without just cause, provided, however:
 - a. newly hired professional employees shall be employed at-will during their first six (6) months of employment, and
 - b. newly hired non-professional employees shall be employed at-will during their first ninety (90) days of employment,within which period they may be disciplined or discharged without recourse to the grievance and arbitration provisions of this Agreement.
2. The Employer shall notify the Union, the Unit Chair and the affected employee(s) in writing within one (1) business day of a discharge, and five (5) business days of any other disciplinary action with the reason for the discharge or disciplinary action, provided, however, that if exigent circumstances prevent the Employer from providing notice within these timeframes, the Employer may provide notice as soon as reasonably practicable.

ARTICLE 16 – New Employees

Newly hired non-professional employees hired into bargaining unit positions shall be subject to a ninety (90) day Introductory Period. Newly hired professional employees hired into bargaining unit positions shall be subject to a six (6) month Introductory Period. During the employee's Introductory Period, Employer may terminate the employment relationship at will, without recourse to the grievance and arbitration procedure established by this Agreement.

ARTICLE 17 – Grievance and Arbitration

1. A grievance shall be defined as any dispute over the interpretation, application, or alleged violation of the Agreement. Any grievance arising between the Employer and the Union

or any employee represented by the Union shall be settled exclusively in the manner set forth below.

2. Procedure:

- a. The Union will submit a written grievance to the Director or their designee within ten (10) business days of the Union knowing or reasonably could have been expected to know about the issue, with a short statement of the reason for the grievance including a specific reference to the provision of the Agreement alleged to have been violated. The Director or their designee will convene a meeting with the Union and the grievant within ten (10) business days of the receipt of said written grievance in order to discuss the grievance. The Director or designee shall issue a written response to the grievance within ten (10) business days after the meeting.
 - b. Arbitration: If not resolved in the grievance meeting, the Union shall have a right to submit the grievance to arbitration within thirty (30) days of receipt of the written decision issued in the previous step. The grievance shall be submitted to one member of a panel including Daniel Brent, Melissa Biren and Dean Burrell.
 - i. Arbitration cases shall be rotated in alphabetical order among the members of the panel.
 - ii. The decision of an arbitrator shall be final and binding on both parties.
 - iii. The costs of the arbitration shall be borne equally by both parties.
 - iv. The Arbitrator shall not have the authority to amend or modify this Agreement or establish new terms or conditions under this Agreement.
3. Employees shall have a right to Union representation at each step of the procedure.
 4. Any grievance not presented or moved to the next step within the foregoing time limits shall be deemed resolved. If the Employer fails to respond to the grievance within the foregoing time limits, the Union may advance the grievance to the next step.
 5. No individual worker may initiate any arbitration proceeding or move to confirm or vacate an arbitration award.

ARTICLE 18 – Seniority

1. An employee shall accrue seniority from the date of their original hire.

2. Transfers: Employees shall be entitled to transfer to other positions for which they qualify. Where skill and ability are relatively equal, qualified internal applicants shall be selected before outside applicants. Where two (2) or more qualified internal applicants apply, the employee with greater seniority shall be selected.
3. Vacancies: Notice of vacancies shall be sent out on a staff-wide email at least one (1) week prior to posting them on the website and shall be posted on the Union bulletin board. Postings shall specify bargaining unit status and shall include job title, pay rate, hours of work, and a short description of responsibilities and qualifications. Such postings shall be available for no less than fourteen (14) calendar days. In its discretion, the Employer may fill the position prior to the end of the fourteen (14) day posting period but in no event, shall the Employer fill the position before it has been posted a minimum of seven (7) days.
4. Layoff:
 - a. An employee who is laid off from the Employer shall receive two (2) weeks' notice or pay in lieu thereof (equivalent to two (2) weeks' pay at their weekly salary). In addition, an employee who is laid off shall be placed on a list for recall to work at the Employer for no less than twelve (12) months. If a laid off employee waives their right to be placed on the recall list within thirty (30) days from the notice of their layoff, the employee shall receive severance pay of no less than four (4) weeks plus one (1) additional week for each year of service as a full-time or part-time employee, prorated to the date of termination and health coverage during the severance period (exclusive of the four (4) week base) to a maximum of six (6) months, provided they have at least one (1) year of service, in exchange for executing a general release in a form mutually agreed by the Employer and the Union. In no event shall any employee receive less than two (2) weeks of severance.
 - b. In the event of a layoff, the least senior employee in the classification or among equivalent classifications shall be laid off first. In the event that the affected employee is qualified to fill a vacant position at the Employer, the vacancy shall be offered to the laid off employee before any other applicant. In the event of two

- (2) or more laid off employees qualified to fill the vacancy, the vacancy shall be offered first to the most senior of the qualified, laid off employees.
- c. If a vacancy occurs for which a laid off employee is qualified, at any time during the twelve (12) months following the employee's layoff, the laid off employee will be offered the position. In the event that there are two (2) or more such qualified employees who are on layoff status, the employee with the most seniority shall be offered the position.
 - d. The termination of an agreement for a fixed term of employment shall not constitute a layoff for purposes of this Section.

ARTICLE 19 – No Strike / No Lockout

1. It is the intent of the parties, in the interests of attaining harmonious, orderly relations and efficient, uninterrupted operations, to set forth in this Agreement the obligations of the Employer and the Union, in avoiding strikes, work stoppages and lockouts.
2. During the term of this Agreement, neither the Union nor its members shall take part in any strike of any of the Employer's operations or picketing of the Employer's premises, including permitting or taking part in any sympathy strike, nor shall the Union or its members take part in any sit-down, stay-in or slowdown. Notwithstanding this, no employee shall be required to cross the picket line of another institution on behalf of the Employer.
3. In the event that any employee or employees shall call, engage in, participate in or assist any unauthorized slow-down, work stoppage, sympathy strike or strike against the Employer during the term of this Agreement, the Union agrees to the following:
 - a. The Employer may take whatever disciplinary action it deems appropriate against such employee or employees, including discharge subject to Article 15, Discipline and Discharge, and will notify the Union of such action;
 - b. The Union will refuse to recognize any picket line or lines established as a result of said unauthorized slow-down, work stoppage or strike against the Employer and will instruct employees not to respect or recognize any said picket line or lines. The Union will work in good faith with the Employer to restore operations.
4. During the term of this Agreement, the Employer will not authorize or direct a lockout.

5. Nothing contained herein shall preclude any right to which the Employer or the Union may be entitled to secure legal or other redress of any individual who has caused damage or injury to or loss of its property, nor does the Employer or the Union cede any rights in this regard to which it may be entitled. In the event of a breach of Sections 2 or 3, the Employer shall be entitled to recovery and reimbursement of its attorneys' fees incurred in enforcing its rights under this Article, if any. In the event of a breach of Section 4, the Union shall be entitled to recovery and reimbursement of its attorneys' fees incurred in enforcing its rights under this Article, if any.

ARTICLE 20 – Management Rights

1. Except as expressly limited by a specific provision of this Agreement, the Employer shall retain the exclusive authority, rights and powers to manage operations and direct the workforce, including but not limited to: the right to hire, promote, layoff and discipline for just cause (including suspension and discharge); the right to determine work schedules, starting times and quitting times and to change them; the right to determine the qualifications of positions within the bargaining unit and evaluate employee competency to maintain the efficiency of operations; the right to establish and maintain the performance management and evaluation procedures; the right to determine the quality and quantity of work to be performed and to establish, change and enforce quality and/or performance standards; the right to determine the size, composition and workload of its workforce, the right to determine the assignment of duties to employees and to change, increase or reduce the same; the right to determine when and/or if vacancies in the workforce shall be filled; the right to hire temporary employees (subject to the limitations in Article 1, Recognition); the right to subcontract work where it determines the need to do so provided that it will not result in the reduction of bargaining unit positions; the right to change hours of operation; the right to establish and modify work rules, policies and procedures not in conflict with the terms of this agreement, including without limitation the Employee Handbook, provided, however, that the Employer shall provide reasonable notice to the Union of proposed changes to the Handbook and an opportunity to meet and discuss same; the right to implement and modify disciplinary policies and procedures; the right to discontinue part or all of its operations; the right to lay off employees for lack of

work; the right to introduce new or updated methods; the right to expand, reduce, alter, combine, transfer, assign, or cease any job, job classification, department, or operation; the right to introduce or change technology; the right to determine the means of service or production; and the right to otherwise manage the operations and direct the workforce.

2. It is further understood and agreed that any of the authority and rights the Employer possessed prior to the signing of this Agreement are retained by the Employer except those specifically abridged by this Agreement.

ARTICLE 21 – Temporary Assignment

In the event that an employee is assigned additional duties because of a vacancy which has not been filled or due to another employee's temporary absence of four (4) or more weeks, the employee shall receive ten percent (10%) of the employee's salary, beginning the first day of the temporary assignment.

ARTICLE 22 – Duration

This Agreement shall be effective upon ratification by the bargaining unit and shall continue in effect until 11:59 PM on September 30, 2025.

ARTICLE 23 – Compensation

Upon ratification of the contract, all employees shall receive at least the minimum for their classification (below) or a five percent (5%) increase over their current rate of pay, whichever is greater, retroactive to four (4) months before the ratification of the contract, provided that, however, employees who were hired after October 1, 2022, shall not be eligible for this pay increase. In addition, upon ratification of the contract, all employees hired before October 1, 2022, will receive an additional increase of at least three percent (3%). On October 1, 2023, all employees will receive an increase of at least three percent (3%) and on October 1, 2024, all employees will receive an increase of at least three percent (3%). The Employer may, in its sole discretion, elect to provide larger pay increases to individual employees.

Group 1 Minimum Salary: \$52,000

1. Operations Technician
2. External Affairs Coordinator
3. Library Assistant
4. Curatorial Assistant
5. Education Assistant
6. Registrar Assistant
7. PR Assistant/ Social Media Manager & Special Events Coordinator
8. Manager of Publications and Gift Shop
9. Maintenance

Group 2 Minimum Salary: \$58,000

1. Assistant Curator of Rare Books and Manuscripts
2. Assistant Librarian
3. Book Conservator and Book Binder
4. Assistant Curator
5. Manager of Institutional Giving – Grantswriter
6. Manager of Individual Giving and Social Media
7. Assistant Conservator
8. Exhibition and Collection Technician

Group 3 Minimum Salary: \$65,000

1. Curatorial Associate
2. Collections Manager
3. Conservator

Group 4 Minimum Salary: \$75,000

1. Associate Curator
2. Registrar
3. Head of Modern Library

Group 5 Minimum Salary: \$95,000

1. Director of Public Relations/ Membership/ Special Events/Public Programs
2. Head of Conservation
3. Curator

Promotions: An employee who is promoted to a position in a higher grade shall receive the minimum for the new grade or an increase of five percent (5%), whichever is greater.

Employees who do not regularly work more than thirty-four (34) hours per week shall be considered part-time for purposes of this section and shall not be paid according to the salary scale above but shall be paid an hourly rate of not less than \$22 per hour.

ARTICLE 24 – Retirement

The Employer will contribute \$1,000 annually to each eligible employee's 403(b) retirement account. To be eligible, an employee must have completed one (1) year of service and worked more than 1,250 hours in the prior year. In addition, for all eligible employees, the Employer will contribute a 403(b) plan match of fifty percent (50%) of the first five percent (5%) of the employee's salary contribution to their 403(b) account, subject to all other terms and conditions of the plan.

ARTICLE 25 – Paid Time Off

1. All employees will be entitled to the following ten (10) holidays:

MLK Jr Day
President's Day
Good Friday
Memorial Day
Juneteenth
Independence Day
Labor Day
Columbus / Indigenous Peoples Day
Thanksgiving Day
Friday after Thanksgiving

In addition, employees will receive five (5) days off during the Christmas / New Year's period which must be taken during this time (three (3) of these days must be taken when the Employer is closed: Christmas Eve, Christmas Day, New Year's Day). In addition, consistent with the current practice, employees will receive additional five (5) days, traditionally taken over the Christmas / New Year's period, which can now be used either during the Christmas / New Year's period (as previously done) or anytime throughout the year as desired.

2. Employees will accrue vacation as follows:

- upon hire: one (1) week plus flexible Christmas week.
- from one (1) to four (4) years: two (2) weeks plus flexible Christmas week.
- from four (4) to eight (8) years: three (3) weeks plus flexible Christmas week.
- from eight (8) years: four (4) weeks plus flexible Christmas week.

Vacation days cannot be carried over, except on a limited, case-by-case basis with prior management approval.

When a holiday falls on a day on which an employee is not scheduled to work, the Employer makes a floating holiday available that may be used on a day other than the holiday itself.

3. Employees shall be granted three (3) personal days per year.
4. With prior management approval, on an exception basis, employees may elect to consolidate vacation and personal days to allow them to take one (1) month off.
5. Employees must enter all vacation, personal and sick days on their employee portal of the Prestige payroll system. Vacation and personal days to be entered prior to taken and sick days entered as taken.
6. Employees shall be granted five (5) days sick leave per year.
7. PTO will not be advanced.
8. PTO for part-time employees shall be pro-rated.

ARTICLE 26 – Medical and Other Benefits

1. Bargaining unit members may participate in all health care benefit plans on the same basis as employees outside of the bargaining unit. The Employer may change plan design, plans and/or plan administrators or insurance carriers during the term of the Agreement.
2. Medical coverage for employees hired prior to May 1, 2023, will remain as currently offered. The Employer will continue to pay 100% of the medical insurance premium, 100% of the medical insurance deductible and 100% of the dental insurance premium.
3. For employees hired May 1, 2023, or after who are paid at a rate of less than \$85,000 per year, the Employer will pay 100% of the medical insurance premium, 100% of the medical insurance deductible and 50% of the dental insurance premium.
4. For employees hired May 1, 2023, or after who are paid at a rate of between \$85,000 - \$94,999 per year, the Employer will pay 95% of the medical insurance premium, 100% of the medical insurance deductible and 50% of the dental insurance premium.
5. For employees hired May 1, 2023, or after who are paid at a rate of \$95,000 - \$109,999 per year, the Employer will pay 90% of the medical insurance premium, 100% of the medical insurance deductible and 50% of the dental insurance premium.
6. For employees hired May 1, 2023, or after who are paid at a rate of \$110,000 per year or more, the Employer will pay 85% of the medical insurance premium, 100% of the medical insurance deductible and 50% of the dental insurance premium.

ARTICLE 27 – Professional Development

The Employer shall designate a minimum of \$500 per employee per year for professional development, with greater amounts available to employees who are conducting research under the Huntington Fund. Employees may apply for approved research, courses, conferences and training that will enhance the employee's career at the Employer. The Employer shall not unreasonably deny approval for applications for professional development funding.

ARTICLE 28 – Leave of Absence

After one (1) year of employment, subject to the eligibility requirements of the New York Paid Family Leave law, leave for eligible employees shall be fully paid for the first six (6) weeks of

parental leave within twelve (12) months of the birth, adoption, or receiving into foster care of a child. Employees may elect to use PTO on a pro-rata basis to make up the difference between the New York Paid Family Leave and their full salary after the first six (6) weeks up to a maximum of twelve (12) weeks in total.

Subject to the eligibility requirements of the New York Paid Family Leave law, all eligible employees shall be entitled to up to twelve (12) weeks of time off to attend to the health care needs of any family member, including the employee, spouse, partner, elderly or dependent parent, or dependent child of any age. Employees will not accrue vacation, sick or personal time, but all other benefits will remain in effect while the employee is on leave. Employees who are also eligible for New York Paid Family Leave shall take such leave concurrently with the leave under this Section.

HISPANIC SOCIETY OF AMERICA:

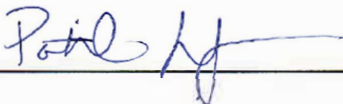
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LOCAL 2110, UAW:

By:  11/6/23

By:  11/14/23

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