



Technical, Office and Professional Union - Local 2110 - UAW - AFL-CIO

113 University Place, 5th Floor, New York, NY 10003 - (212) 387-0220, Fax: (212) 228-0198, Email: local2110@2110uaw.org

MEMORANDUM OF AGREEMENT

It is hereby agreed by and between TOP LOCAL 2110, UAW (hereinafter "Union") and NEW YORK CIVIL LIBERTIES UNION (hereinafter "Employer"), that the contract between the parties is hereby extended in all its terms and conditions to March 31, 2014, except as specifically modified below.

1. WAGE INCREASES

- (A) Retroactive to April 1, 2008, each employee shall receive a wage increase of 5% on his/her salary.
- (B) Effective April 1, 2009, each employee shall receive a wage increase of 5% on his/her salary.
- (C) Effective April 1, 2010, each employee shall receive a wage increase of 5% on his/her salary.
- (D) Effective April 1, 2011, each employee shall receive a wage increase of 4% on his/her salary.
- (E) Effective April 1, 2012, each employee shall receive a wage increase of 4% on his/her salary.
- (F) Effective April 1, 2013, each employee shall receive a wage increase of 4% on his/her salary.

2. HIRING RATES

Effective April 1, 2008, the minimum salaries for all job categories shall be increased by \$3,000.

Effective April 1, 2012, the minimum salaries for all job categories shall be increased by \$2,000.

3. HOURS

Effective April 1, 2008, Lunch Money Allowance will be increased to \$7, Dinner Money Allowance will be increase to \$10 and Taxi Fare Allowance will be increased to up to \$15.

4. VACATION

Revise schedule as follows:

- 1-2 years = 16 days.
- 3-5 years = 18 days.
- 6-10 years = 20 days.
- 11-19 years = 22 days.
- 20-24 years = 24 days.
- 25+ years = 25 days.

Employees will be allowed to rollover a maximum of 10 unused vacation days that may be taken in the succeeding year.

5. HOLIDAYS

Eliminate Lincoln's Birthday from schedule of observed holidays.

6. INSURANCE BENEFITS

Employee shall be covered on Employer's plan on the completion of his/her first eight weeks of employment.

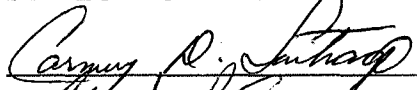

7. UNION MEETINGS

The Shop Steward may bank his/her 12 hours aggregate time off each year for Union meetings in order to attend full day union trainings or conferences.

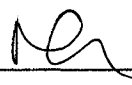
8. PENSION

Attached sideletter agreement shall read "The NYCLU will continue to offer pension benefits consistent with those received by the Local 2110 bargaining unit at the American Civil Liberties Union."

SUBJECT TO RATIFICATION:



Local 2110, UAW

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New York Civil Liberties Union



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SIDELETTER AGREEMENT

CAS August 20,
July 2008

Ms. Nanette Francia Cotter
New York Civil Liberties Union
125 Broad Street
New York, New York 10004

Re: Local 2110/UAW and New York Civil Liberties Union

Dear Nanette:

Reference is made to the Collective Bargaining Agreement by and between Local 2110/UAW (the "Union") and the New York Civil Liberties Union (the "NYCLU"). This letter shall confirm our understanding as follows:

The NYCLU will continue to offer pension benefits consistent with those received by the Local 2110 bargaining unit at the American Civil Liberties Union (the "ACLU").

Sincerely,

Michael Cinquina
Trustee, Local 2110/UAW

ACCEPTED AND AGREED:

NYCLU

Local 2110/UAW