

MEMORANDUM OF AGREEMENT

It is hereby stipulated and agreed by and between the New-York Historical Society and Local 2110, U.A.W. that the collective bargaining agreement (including side letters of agreement) between the parties, which expired December 31, 2000, is hereby extended through December 31, 2003, with the following revisions:

1. The wages for full-time employees shall be adjusted as follows:
 - a. Effective January 1, 2001, all full-time employees who are on the payroll as of that date shall receive an increase of \$30.00 per week in their base salary.
 - b. Effective January 1, 2002, all full-time employees who are on the payroll as of that date shall receive an increase of \$25.00 per week in their base salary.
 - c. Effective January 1, 2003, all full-time employees who are on the payroll as of that date shall receive an increase of \$20.00 per week in their base salary.
 - d. *The minimums shall be increased by the same amounts and at the same time as the wage increases set forth above.*
2. The wages for part-time employees shall be adjusted as follows:
 - a. Effective January 1, 2001, all part-time employees who are on the payroll as of that date shall receive a 5% increase in their hourly rate of pay.
 - b. Effective January 1, 2002, all part-time employees who are on the payroll as of that date shall receive a 4% increase in their hourly rate of pay.
 - c. Effective January 1, 2003, all part-time employees who are on the payroll as of that date shall receive a 3% increase in their hourly rate of pay.
 - d. *The minimums shall be increased by the same amounts and at the same time as the wage increases set forth above.*
3. Section 16, Vacations, shall be amended to eliminate any distinction between the vacation entitlement of professional versus non-professional employees and to increase the vacation entitlement of employees with twenty to twenty-five years of service from 25 days to 27 days and with twenty-five years or more of service from 25 days to 30 days. With these changes, Section 16, Vacations, shall read as follows:

A. Employees will receive paid vacation in accordance with the following schedule:

<u>Length of Service</u>	<u>Vacation Entitlement</u>
One (1) year but less than five (5) years	15 days
Five (5) years but less than ten (10) years	20 days
Ten (10) years but less than fifteen (15) years	22 days
Fifteen (15) years but less than twenty (20) years	25 days
Twenty (20) years but less than twenty-five (25) years	27 days
Twenty-five (25) years or more	30 days

4. Section 32, Safety Shoes, shall be amended to provide that the Employer's responsibility to pay for and provide safety shoes increases from forty dollars (\$40.00) per year to one hundred dollars (\$100.00) per year.
5. The New-York Historical Society shall investigate the feasibility of instituting the TransitCheck program and shall implement a TransitCheck program if such program can be implemented without undue administrative burden to The New-York Historical Society.

It is expressly understood that all provisions of this Memorandum of Agreement are subject to ratification.

The New York Historical Society

By: [Signature]

Date: 1-17-2001

Local 2110, U.A.W.

By: [Signature]

Date: 1/16/2001

By: [Signature]

Date: Jan. 17, 2001

[Signature]
1-17-2001