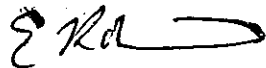
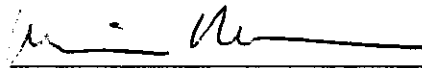


MEMORANDUM OF AGREEMENT

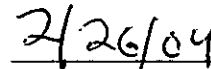
It is hereby stipulated and agreed by and between the New York Historical Society and Local 2110/UAW that the collective bargaining agreement (including side letters of agreement) between the parties, which expired December 31, 2003, is hereby extended through December 31, 2006, with the following revisions:

1. The wages for all employees shall be adjusted as follows:
 - a. Effective January 1, 2004, all employees who were on the payroll as of that date shall receive a 4% increase in their base salary.
 - b. Effective January 1, 2005, all employees who are on the payroll as of that date shall receive a 4% increase in their base salary.
 - c. Effective January 1, 2006, all employees who are on the payroll as of that date shall receive a 4% increase in their base salary.
 - d. New minimum rates shall be implemented as per Exhibit "A" attached prior to the application of the January 1, 2004 wage increase. These minimum rates shall be increased by 2% on each of the effective dates of the wage increases in "a", "b" and "c" above.
2. Part time employees will be allowed to contribute on a pre tax basis after probationary period of 3 months to a TIAA Cref SRA account based on a percentage only.
3. The Society shall continue to pay the health benefits under the COBRA law for a period of 3 months for an employee who is laid off.
4. One employee over the life of the contract shall be entitled to an unpaid leave of absence for union activity for up to one year. Temporary status will be extended for this coverage.
5. Sick leave may be utilized for the care of a family member (as defined by the Family Medical Leave Act) or a domestic partner.





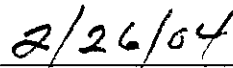
Local 2110, UAW



Date



The New York Historical Society



Date

EXHIBIT "A"

Assistant Curator of Manuscripts	\$31,000
Mechanics Assistant	\$25,000
Mail Clerk/Asst. Mail Controller	\$25,000
Switchboard/Receptionist	\$25,000
Coat Check (Visitor Services)	\$21,840
Cashier	\$21,840
Print Room Assistant	\$26,000
Museum Store Assistant (Sales Associate)	\$25,000
Photo Order Clerk	\$25,000
Museum Technician (Art Handler)	\$30,000
Painter	\$25,000
Assistant Library Reference	\$28,000
Photographer	\$30,000
Reference Librarian	\$30,000
Cataloguer (Library)	\$30,000
Engineer	\$33,500
Mechanic	\$30,000
Newspaper Librarian	\$32,000
Assistant Manager, Museum Store	\$33,500
Volunteer Coordinator	\$34,500
Head Cataloguer	\$35,000
Curator of Prints	\$35,000
Asst. Director, Public Relations	\$32,000
Asst. Museum Curator	\$35,500
Manuscript Reference Asst.	\$27,300