

MEMORANDUM of AGREEMENT

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Memorandum of Agreement entered into this 21st day of December 2006, by and between the New-York Historical Society (the "Employer") and Local 2110, UAW (the "Union")

(1) The Collective Bargaining Agreement between the Employer and the Union that is due to ~~expire~~ expire December 31, 2006 is hereby extended to and including December 31, 2009. The ~~new~~ revised Agreement will be effective January 1, 2007, with only the modifications set forth below.

(2) (A) Effective January 1, 2007, all employees who are members of the bargaining unit as of that date shall receive a four percent (4%) wage increase.

(B) Effective January 1, 2008, all employees who are members of the bargaining unit as of that date shall receive a two percent (2%) wage increase.

(C) Effective July 1, 2008, all employees who are members of the bargaining unit as of that date shall receive a two percent (2%) wage increase.

MEMORANDUM of AGREEMENT

2 of 5
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Wage increase

(D) Effective January 1, 2009, all employees who are members of the bargaining unit as of that date shall receive a two percent (2%) wage increase

(E) Effective July 1, 2009, all employees who are members of the bargaining unit as of that date shall receive a two percent (2%) wage increase.

(3) Except as provided otherwise below, minimum rates for bargaining unit positions will be increased by two percent (2%) on January 1 of each year of the collective bargaining agreement, i.e., January 1, 2007, January 1, 2008 and January 1, 2009.

(4) ~~The~~ minimum pay rate for newly hired employees in positions in the Employer's Store and Visitors Services departments, i.e.; cashier, coat check, visitor ~~assistant~~, service associate, store sales associate, will be twelve dollars per hour (\$12).

~~Employees in those positions~~

After such employees have worked ~~with~~ for the Employer for one year, that employee's

MEMORANDUM OF AGREEMENT

3 of 5 ^{STB}
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pay rate will be increased to, ^{no less than} \$13.25.

The new-hire minimum rate and one-year-plus rates stated above will be effective during the entire term of this Agreement and will not be adjusted by the annual ^{minimum} increases set forth in Paragraphs ~~2~~ 3. Once elevated to the \$13.25 base rate, the employee will be eligible for all subsequent

(5) Minimum pay rates for the following positions will be increased by two thousand dollars (\$2,000) effective January 1, 2007, in lieu of the 2% increase set forth in paragraph 3. The minimum rate will thereafter be adjusted according to Paragraph 3 on January 1, 2008 and January 1, 2009.

Wage increases
set forth in
Paragraph 2.

- Reference Librarian
- Manuscript Reference Librarian
- Head Cataloguer
- Newspaper Librarian
- Print Room Reference Librarian
- Cataloguer
- Assistant Curator of Manuscripts
- Curator of Prints
- Assistant Museum Curator
- Engineer
- Visual Materials Archivist

MEMORANDUM of AGREEMENT

STB
495

(6) The minimum pay rate for the Manuscript Reference Assistant will be increased by One Thousand Dollars (\$1,000) on January 1, 2007 in lieu of the 2% increase set forth in Paragraph 3. The minimum rate will thereafter be adjusted according to Paragraph 3 on January 1, 2008 and January 1, 2009.

(7) Effective January 1, 2007, Mariam Touba will receive an increase to her base salary of Five Thousand Dollars (\$5,000) and Miguel Collon will receive an increase to his base salary of Two Thousand Five Hundred Dollars (\$2,500). Touba and Collon will receive the annual increases in Paragraph 2(B) through 2(E) thereafter (but not the increase provided in Paragraph 2(A)).

