Children's Museum of the Arts Proposal – 3/25/20 (2:00 pm)

- 1. The Children's Museum of the Arts ("CMA" or the "Museum") shall pay all bargaining unit employees (full-time and part-time) for any previously scheduled hours of work through March 29, 2020.
- 2. Effective as of March 30, 2020, the full-time bargaining unit employees listed on Exhibit A (the "Furloughed Employees") shall be placed on furlough until such time as the Museum re-opens.
 - a. Furloughed Employees shall continue to be covered by CMA's group health insurance plan for the duration of the furlough, on the same terms and conditions they were covered prior to the furlough, except that CMA shall pay the amount of a Furloughed Employee's normal share of the health contribution during the furlough.
 - b. Furloughed Employees will be paid for any accrued but unused PTO upon request.
 - c. Furloughed Employees are expected to return to their former position when the Museum re-opens.
- 3. Effective as of March 30, 2020, any full-time bargaining unit employees who have not been placed on furlough shall work remotely and perform such assignments as directed by CMA in its discretion.
- 4. Effective as of March 30, 2020, all part-time employees, e.g., Teaching Artists and Visitor Services employees, shall be laid off. Such employees shall be paid all accrued but unused PTO. Laid off part-time employees shall be placed on a "recall list." In the event that a full-time or part-time position becomes available between March 31, 2020 and March 30, 2021 and the laid off employee applies for the position and possesses the necessary skill set and/or qualifications for such position, as determined by CMA, CMA shall offer to recall the employee to the position before offering it to anyone else. In the event there is more than one employee who applies and meets the qualifications for a posted position, CMA shall then offer to recall the employee in the highest seniority band (see Exhibit B). (For example, if CMA determines that an employee in Band A and an employee in Band B are qualified for a position, the applicant in Band A will have priority over the applicant in Band B. Likewise, if CMA determines that two employees in Band A are both qualified, CMA may offer the position to either applicant.)
- 5. In the event of a dispute regarding the application of any of the above provisions, the parties shall meet and attempt to resolve the dispute. If the parties are unable to resolve the dispute within thirty (30) days, such dispute shall be



submitted to Roger Maher or Daniel Brent (as determined by the flip of a coin) for resolution.

CHILDREN'S MUSEUM OF THE ARTS
A CONTRACTOR OF THE PARTY OF TH
Dated: March 30, 2020
By: Seth Cameron, Executive Director
LOCAL 2110, TECHNICAL, OFFICE & PROFESSIONAL UNION, UAW
By: Maida Rosenstein, President

work and there are open positions available, if the Furloughed Employee applies for an open position and possesses the necessary skill set and/or qualifications for such position, as determined by the Museum, the Museum shall offer to recall the employee to the position before offering it to anyone else.

5. The March 25, 2020 Agreement shall expire on March 30, 2021 or earlier if the Museum goes out of business before March 30, 2021.

CHILDREN'S MUSEUM OF THE ARTS it. Signer Over shall be removed from Polibit A bea

Dated: July 24, 2020

By: Seth Cameron, Executive Director had notice a femaliance upon to convolid in the Streetman's group had ended, with tembural and because it is the manuscript of the second seco

and the rectar tagnet a zero through and unfuring them LOCAL 2110, TECHNICAL, OFFICE & PROFESSIONAL UNION, UAW Dated: July 24, 2020 August 3, 2020

By: Maida Rosenstein, President and the health benefit contribution of the health benefit contribution on the training of the season and the mount of coverage (i.e., WIL.

EXHIBIT A

Tara Foley, Fine Arts Manager

Josh Goldberg, Media Lab Weekend Supervisor

Bridget Johnson, Media Lab Manager

Laura Lannes, Program Assistant

Rachel Marino, Community & School Programs Coordinator

Ariel Montrose, Finance and Administrative Assistant

Bianca Ozeri, Grant Assistant

Lynn Roselli, Start Studio Manager

Katie Skiff, Visitor Experience Assistant Manager

Johanne Swanson, Community Programs Coordinator

Ian Tousius, Fine Arts Weekend Supervisor

EXHIBIT B

[INSERT SENIORITY LIST]