MEMORANDUM OF AGREEMENT

Memorandum of Agreement ("Agreement") made this 8th day of September 2026 between THE SOLOMON R. GUGGENHEIM FOUNDATION (the "Museum") and Local 2110, UAW, AFL-CIO ("Union").

The Collective Bargaining Agreement between the parties that expired December 31, 2025, is hereby extended to and including December 31, 2029, except as modified below.

1. Article VIII—Grievance Procedure:

    a. Section 2.b (Step 1) shall be amended to allow the responding party ten (10) days to respond to a grievance (up from seven (7) days).
    b. Section 3.b (Step 2) shall be amended to add: "The responding party will provide the grieving party with a written response to the grievance within twenty-one (21) days following the Step 2 meeting."

2. Article XI—Compensation:[1]

    a. Minimum Pay Rates for Regular Full Time and Part Time Employees:[2]
        i. Effective January 1, 2026, the minimum hourly pay rate for employees in Band 1 positions (as set forth on Exhibit A) shall be increased to $25.96 ($54,000 annually based on 40 hours per week). The Band 1 minimum shall thereafter increase by the annual percentage pay increases set forth below.
        ii. Effective January 1, 2026, the minimum annual salary for employees in Band 2 positions (as set forth on Exhibit A) shall be increased to $57,500. Effective January 1, 2027, the minimum annual salary for employees in Band 2 positions (as set forth on Exhibit A) shall be $60,000. The Band 2 minimum salary shall thereafter increase by the annual percentage pay increases set forth below.
        iii. Except as set forth above, job title minimum pay rates set forth on Exhibit A shall be increased by four percent (4.0%) effective January 1, 2026, and by the annual general wage increases set forth below in subsequent years of this Agreement (*i.e.*, 3.0% on January 1, 2027, 3.5% on January 1, 2028 and 3.5% on January 1, 2029).
    b. Pay Increases:
        i. Effective and retroactive to January 1, 2026:
            1. Employees still employed as of the date of ratification of this Agreement shall receive an increase in their base pay rate of three percent (3.0%) <u>or</u> the increase to their job title minimum pay rate, whichever is greater <u>or</u> the general increase for employees not represented by a union.

[1] Titles created since the prior CBA will be added to Exhibit A.
[2] Salaries are pro-rated for any part-time employees.

ii. Effective January 1, 2027, employees shall receive an increase in their base pay rate of three percent (3.0%) or the general increase for employees not represented by a union, whichever is greater.
iii. Effective January 1, 2028, employees shall receive an increase in their base pay rate of three-and-one-half percent (3.5%) or the general increase for employees not represented by a union, whichever is greater.
iv. Effective January 1, 2029, employees shall receive an increase in their base pay rate of three-and-one-half percent (3.5%) or the general increase for employees not represented by a union, whichever is greater.
v. Except as set forth above, the above increases shall apply to the contractual minimum new hire pay rates.

c. A new section shall provide: "On-call employees scheduled to work on a holiday shall be paid at one-and-one-half (1.5) times their regular rate of pay for hours actually worked on the holiday. No other holiday pay shall be provided."

3. Article XIII—Temporary Assignments:

This Article shall be revised to state:

> If an employee assumes the majority of the duties of a person who is out on an approved leave of absence or due to a temporary vacancy of at least 4 consecutive weeks' duration, the employee filling in will receive at least a ten percent (10%) increase on top of their usual salary when they are filling in during the other employee's period of leave or the temporary vacancy.

4. Article XVI—Health Benefits:

A new section shall be added providing that cost-sharing tiers for health care contributions shall be adjusted by the annual general wage increase percentages.

5. Article XVII—Sick Leave:

a. A sentence will be added to the existing text stating: "Notwithstanding the above, the Museum will provide sick leave consistent with the requirements of federal, state and local laws."
b. A new section will be added providing: "Newly-hired employees will have three sick days available for use at the start of their employment before accrual of those sick days pursuant to Museum policy."

6. Article XIX—Leaves of Absence

This Article will be amended to increase the number of weeks of paid parental leave to nine weeks (up from four).

7. Article XXV—Layoffs:

a. Paragraph 2 shall be amended to state:

No less than one week's advance ~~N~~notice of the effective date of a layoff shall be given in writing to the Union, the Unit Chair and to any employee(s) whose employment is affected. The Museum may provide pay in lieu of some or all of such notice period.

b. Paragraph 5 shall be amended to increase the minimum severance pay to three (3) weeks, from the current two (2) weeks.

8. Consolidated CBA:

The parties agree on the necessity of a consolidated collective bargaining agreement incorporating prior memorandums of agreement and agree to make good faith efforts to reduce such an agreement to writing and execute it no later than November 20, 2026.

9. Recommendation and Ratification:

This agreement is subject to ratification by the Local 2110 bargaining unit and shall unanimously be recommended for ratification by the Local 2110 bargaining committee.

LOCAL 2110, UAW, AFL-CIO

By:________________

By:________________

By:________________

By:________________

By:________________

Date: 9/8, 2026

THE SOLOMON R. GUGGENHEIM FOUNDATION

By:________________

Date: 9/8, 2026