

Memorandum of Agreement

Memorandum of Agreement made this 3rd day of September 2026 by and between **Local 2110, UAW** (the “Union”) and **The Jewish Museum** (the “Museum”).

The Union and the Museum agree that the Collective Bargaining Agreement between them in effect from October 1, 2023, through June 30, 2026 (the “CBA”) shall remain in full force and effect through June 30, 2029, except as herein modified. All modifications noted herein shall become effective upon ratification other than the compensation rate changes outlined in Article XII, Subsection 1, which shall be retroactive to July 1, 2026, for employees still employed on the ratification date.

1. Article IV – Information to the Union – shall be modified by adding the following subsection (5):

5. *The Employer will notify the Union and the Unit Chair no less than one (1) week in advance of a departmental reorganization that will result in an increase or decrease of bargaining unit headcount. Such notice will include the name(s), job title(s), and department(s) of impacted bargaining unit positions and/or new position(s), which may be provided through organizational charts, as well as the projected date of change. The notification obligations herein shall not apply when a reorganization involves bargaining unit layoffs. Nothing herein shall compel the Employer to post or fill vacant positions.*

2. The following NEW ARTICLE – Hours of Work – shall be added to the CBA:

1. *The Museum’s standard workweek is from Monday 12:00 a.m. until Sunday 11:59 p.m. and generally consists of 35 work hours. Individual work schedules may vary depending on the needs of each department.*
2. *For non-exempt employees, hours worked over thirty-five (35) hours a week will be paid at their regular rate of pay for the first five (5) hours of overtime and time and a half (1.5) their regular rate of pay for all hours worked over forty (40) hours. Non-exempt employees will be paid time-and-a-half (1.5) pay for hours worked on all holidays observed by the Museum. For the sake of clarification, while the Office Staff may be offered an alternative day off when a federal holiday falls over the weekend, front-of-house staff will only be paid time-and-a-half (1.5) for hours worked on the actual holiday.*
3. *If an exempt employee is required to work at least four (4) hours on any holiday observed by the Museum or a regularly scheduled day off, they will be entitled to at least one (1) compensatory day off.*

Notwithstanding the above, if an exempt employee works seven consecutive days, they will earn a vacation day in lieu of a comp day for working the seventh (7th) day. The employee may choose to cash out vacation days accrued under this provision at the end of the fiscal year.

Compensatory days must be taken within the fiscal year in which they are accrued; however, in the event that the employee is prevented by circumstances beyond their control from using the compensatory days within the fiscal year in which they are accrued, the day(s) may be carried over into the next fiscal year to be used by Labor Day of that year.

Unused comp days will not be paid out on termination of employment.

4. *If an employee is required to travel for work, they will be compensated in accordance with federal, state, and local wage laws. Notwithstanding the foregoing, The Museum commits to meeting with the Union through Labor-Management Committee to try to agree upon a courier travel policy no later than March 31, 2027.*

3. The following **NEW ARTICLE – Consideration for Promotion** – shall be added to the CBA:

The Union and Employer will meet annually to discuss promotion requests for bargaining unit staff. At least thirty (30) days in advance of the meeting, the Union shall provide the Employer with a written list of promotion requests, summarizing the following for each:

- (1) the new and/or additional job responsibilities the employee has been asked to perform,*
- (2) the duration of the new and/or additional job responsibilities (i.e., whether they are temporary or ongoing),*
- (3) why they believe the new and/or additional job responsibilities constitute higher level work, and*
- (4) what proportion of the employee's overall time is being spent on these new and/or additional job responsibilities.*

The meeting will include the Museum, the Union, and affected bargaining unit staff. The Museum will provide a written response within thirty (30) days of the meeting, which will be final and without further appeal or grievance. If the original request is denied or satisfied only in part, an explanation will be included in the written response. Nothing in this Article shall restrict the Museum's right to promote employees.

4. The following **NEW ARTICLE – Temporary Assignments** – shall be added to the CBA:

If an employee assumes the majority of the duties of another employee on an approved leave of absence or of a vacant position of at least four (4) consecutive weeks, the employee will receive a differential pay for each week equal to at least ten percent (10%) of their own salary, beginning with the first day of the temporary assignment.

An employee shall not be eligible for a pay differential:

- 1. If the employee performs only selected, incidental, or limited duties of another position;*
- 2. When the change in duties comes about for reasons unrelated to the vacancy, e.g., normal adjustments in the distribution of work to meet operational needs or to balance workload; or*
- 3. If the employer opts not to fill the open vacancy.*

The determination of whether an employee has been assigned a majority of the essential duties of another position shall be made by the Museum based upon the actual duties assigned and performed. Nothing in this Article shall restrict the Museum's right to assign work, reallocate duties, fill vacancies, eliminate positions, or determine staffing levels.

5. Subsection (1) of **Article XIX – Layoffs** – shall be amended as follows:

- 1. The Museum shall provide the Union with seven (7) days advance notice of a layoff. Notice of a layoff shall be given in writing to any affected employee(s) with copies to the Union and the Unit Chair. The Museum may choose to provide the employee with pay in lieu of the advance notice or a combination of the two, so long as the sum equals one week.*

6. **Article XII – Compensation and Benefits**, shall be amended as follows:

1. Pay Minimums

<i>Grade 1</i>	<i>\$57,500</i>
<i>Grade 2</i>	<i>\$61,500</i>
<i>Grade 3</i>	<i>\$68,000</i>
<i>Grade 4</i>	<i>\$75,000</i>
<i>Grade 5</i>	<i>\$89,000</i>

Visitor Experience Associates and Sales Associates:

Effective July 1, 2026 – \$24.00/hour
Effective July 1, 2027 – \$24.75/hour
Effective July 1, 2028 – \$25.50/hour

Art Handlers \$38.25/hour
Framers \$42.65/hour

Per Diem Educators:

<i>Meetings/Trainings/Prep</i>	<i>\$47.74</i>
<i>Family Programs</i>	<i>\$74.26</i>
<i>Tour - 60 minutes</i>	<i>\$148.53</i>
<i>Tour - 90 minutes</i>	<i>\$201.57</i>
<i>Tour - 120 minutes</i>	<i>\$244.01</i>
<i>Multi Visit Partnership Periods</i>	<i>\$159.14</i>
<i>Workshops and Special Projects</i>	<i>\$275.83</i>

2. Annual Increases

- a. Effective July 1, 2026, employees will receive a three percent (3.0%) (except those for Visitor Experience and Sales Associates) increase or the minimum for their grade/classification, whichever is greater.*
- b. Effective July 1 of 2027 and 2028, employees' rates of pay and minimum rates of pay will increase by three percent (3.0%).*
- c. If the Museum grants a general wage increase to non-union employees during the term of this MOA that is a greater percentage than the above-referenced annual increases, the annual increases in paragraphs 2.a and/or 2.b, as applicable, will be adjusted to mirror those percentages.*

3. Recognition Pool

The Museum agrees to distribute a pool of \$25,000, to be allocated to individuals in the salary grades who made recent extraordinary efforts. Within two weeks following ratification, the Union will inform the Museum as to how this pool is to be distributed.

4. Benefits

- a. *The current Compensatory Time provision that appears in Article XII, 2(c) shall be deleted in its entirety and replaced by the Compensation provision in the new Article - Hours of Work.*
- b. *The Employer will assess the Union's concerns about the Museum's short-term disability benefit plans and discuss options for addressing those concerns with the Labor-Management Committee.*

5. Paid Time Off

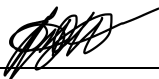
a. Paid Parental Leave:

Employees with 1-2 years of service with the Museum and who are FMLA-eligible shall be eligible for up to 8 weeks of parental leave; employees with more than 2 years of service with the Museum and who are FMLA-eligible shall be eligible for up to 12 weeks of paid parental leave.

- b. *The current Holidays provision that appears in Article XII, 3(b) shall be deleted in its entirety and replaced by the Holidays provision in the new Article - Hours of Work.*

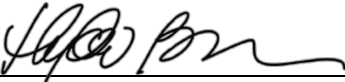
This Agreement is subject to ratification by the members of the bargaining unit.

LOCAL 2110 UAW

By: 
Olga Brudastova, President

Date: 09/05/2026

JEWISH MUSEUM

By: 
Hydee Bressler
Chief Financial & Operating Officer

Date: 9/8/26