

**SETTLEMENT SUMMARY**  
**THE METROPOLITAN MUSEUM OF ART**  
and  
**DISTRICT COUNCIL 37 and its AFFILIATED LOCAL 1503**  
**COVID-19 EMERGENCY AGREEMENT (COVID-3)**  
**July 14, 2020**

**Term:** July 6, 2020 through September 30, 2020. All terms from the May 2, 2020 COVID Agreement between the parties will continue except as modified herein.

**Furloughs**

Effective August 30, 2020, certain non-essential staff will be furloughed until further notice; **122** employees in the Security Department, **11** employees in the Buildings Department, and **3** employees in Education, across all locations.

**Process:** Employees will be selected for furlough within department/shop and title by reverse order of seniority. Seniority shall be applied as defined in Article XV of the CBA.

**Compensation:** All furloughed employees will continue to accrue seniority for purposes under the CBA, but will be unpaid. All existing banks of time will remain intact. Employees will not be able to use their time, nor will they be able to accrue time. Previously scheduled Annual Leave for furloughed employees will be canceled and no hours will be deducted.

**Interaction with leaves:** If an employee is on an approved leave of absence, the leave of absence will be paused/suspended until the employee is recalled to work, at which point the leave of absence may resume, (if applicable).

**Health and Welfare:** For any employees placed on a furlough who are currently enrolled in group health insurance benefits through The Museum, The Museum will contribute both the employer and employee share of any contributions, including the DC37 Cultural Institution Health and Security Plan Trust, for the period of furlough. These subsidized health benefits will continue until the earlier of: a) The date a recalled employee is expected to return to work, b) Six months following the date of furlough; and c) If the employee becomes eligible for health care coverage under alternative full time employment or otherwise loses eligibility under the terms of the City Plan. Employees who did not previously elect coverage will not be eligible for Museum-subsidized benefits.

**Duration:** Employees shall be furloughed for no longer than six months, beginning August 30, 2020, and will be recalled when needed. There is no guarantee of recall.

**Recall Rules:** Recall of furloughed employees shall be based on seniority within department/shop and title. Employees will be given at least fourteen (14) days to return to work. An employee who declines to return within fourteen (14) days of recall for any reason other than a documented and approved leave, shall be treated as having voluntarily terminated their employment.

## **Pay for Non-Furloughed Employees**

**Premium (Closure Bonus):** The Closure Bonus shall terminate for all employees at all locations on July 13, 2020 or the day prior to the limited public reopening of the Museum's Fifth Avenue Building (whichever is earlier).

**Non-Working Employees:** Employees not furloughed, but not yet working will continue receiving straight time pay through August 29, 2020 or the day prior to the limited reopening of the Museum's Fifth Avenue Building (whichever is earlier).

**Annual Leave:** Effective as of the date this MOU is signed by the Parties, and the date it is ratified by the membership, (whichever is the later), cancellation of previously scheduled and approved periods of Annual Leave of one week or greater for non-furloughed employees, scheduled to take place on or prior to October 31, 2020, shall be subject to the approval and sole discretion of management.

## **Return to work/ Shift Allocations**

The safe return of employees is the preeminent goal of The Museum. This necessarily includes limiting the number of employees in the building to those necessary to operate The Museum safely and effectively.

**General Shift Bid:** Between August 1 and September 30, 2020, the Museum will offer a General Shift Bid in the Security Department and any other identified groups. The General Shift Bid will permit employees to select preferred shifts among the new core shifts by seniority Article XV of the CBA within each title/shop through an electronic shift selection process. The shift bid will include the opportunity for Breuer and Cloisters staff to participate; any transfers through such process will be considered permanent. The General Shift Bid is expected to be completed September 30, 2020; new shifts will begin effective two weeks following completion.

**Breuer Closing:** The Breuer will close effective August 31, 2020. Effective September 1, 2020, Breuer employees will be integrated into The Main Building pool of employees (working + furloughed), by seniority across all locations.

**Cloisters:** The Museum has yet to determine the public reopening schedule for the Cloisters. Once known, the Museum will notify the Union regarding the recall and scheduling of staff.

**Benefits.** Health insurance, welfare fund benefits and pension plans will continue under previous terms and conditions.

**Other:** All other terms and conditions shall remain the same.

**Ratification.** This Agreement is subject to Union ratification.