

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE METROPOLITAN MUSEUM OF ART AND
LOCAL 1503, DISTRICT COUNCIL 37, AFSCME, AFL-CIO
REGARDING
VOLUNTARY RETIREMENT PROGRAM
FOR REPRESENTED EMPLOYEES
July 14, 2020

The following will be effective immediately upon signing by the Parties and will terminate on September 1, 2020.

VRP for Represented Employees: The Museum shall offer a Voluntary Retirement Incentive Plan (VRP) to its eligible represented employees.

1. Eligible Employees: Employees who, as of December 31, 2020, are eligible to retire with a fully vested unreduced pension under the Metropolitan Museum of Art Retirement Plan for Covered represented Employees -- generally, those who have attained age 62 or whose age (of at least 55) plus years of service equal or exceeds 85 as defined under the Plan. The following are the number of employees who qualify (total of 154):

Department	Staff eligible for Full Pension
Security	127
Buildings—Cleaners	9
Buildings—Trades	9
Department Techs	6
Registrar	3
Total	154

2. Incentive: Eligible employees who opt to retire under this offering and sign a general release of claims will receive eight weeks of their regular base pay at their rate as of June 30, 2020 as an incentive, upon retirement from The Museum.
3. Dates: The VRP will be made as a one-time, non-precedential offering for a limited period of time (not to exceed 30 days). Employees must elect to participate within the offering window in order to receive the incentive. The last day of employment for such employees will be August 29, 2020 (or such later date as specified by the Museum in its sole discretion); any terminal leave under Article IX of the CBA must be taken prior to August 29, 2020 (or such later date as specified by the Museum in its sole discretion) and/or paid in a lump sum.
4. Effect of Individual Releases: The Union agrees that, for each individual who voluntarily elects to participate in the VRP and who signs and does not revoke a general release of claims, the Union shall not pursue any grievance, claim, action, damages, or relief on behalf of that individual under the Collective Bargaining Agreement or applicable law. This section

shall not prevent the Union from pursuing a group grievance, claim, or action on behalf of itself or employees who are not participants in the VRP. This provision shall survive termination of this MOU. Should an individual who has elected to participate in the VRP subsequently decline to sign the general release of claims or revoke the general release of claims within the seven day revocation window, their participation in the VRP (including both their retirement from employment and the incentive payment) will be considered null and void.

**This agreement is not considered an extension of the parties' collective bargaining agreement, but an effects agreement to address circumstances caused by the COVID-19 crisis.*

For the Museum:

Date: _____

For the Union:

Date: _____