

MEMORANDUM OF AGREEMENT
Montefiore New Rochelle and Teamsters, Local Union 445

This Memorandum of Agreement by and between Montefiore New Rochelle ("MNR") and Teamsters, Local Union 445 ("Union") is entered into, as of this 23 day of September 2021.

WHEREAS, MNR and the Union are parties to a Collective Bargaining Agreement ("Agreement") for the period of November 6, 2017 through November 5, 2020 and

THEREFORE, MNR and the Union agree to continue the terms of the Agreement that expired on November 5, 2020, except as modified or amended herein:

1. **Term**: The CBA shall be effective November 6, 2020 through November 5, 2023.
2. **Schedule A, Wages**: The base wages of Employees shall be increased as follows:

Effective November 6, 2020: 2.5%
Effective November 6, 2021: 2.5%
Effective November 6, 2022: 2.5%

3. **Article XIII, Pension Fund** – In accordance with the Rehabilitation Plan adopted by the Board of Trustees for the Industry and Local 338 Pension Fund ("Pension Fund") and attached hereto, MNR's contributions to the Pension Fund for the term of this Agreement shall be as follows:

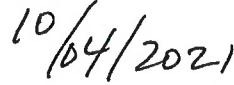
Effective November 6, 2020: \$311.41 per employee per week
Effective November 6, 2021: \$333.99 per employee per week
Effective November 6, 2022: \$358.04 per employee per week

4. **Article XIII, Health Plan** – subsection two (2) shall be amended to reflect eligibility for those who retire into pension status from Long Term Disability.
5. **Article XIV, Miscellaneous, Section 2, Shoe Allowance** – modify the shoe allowance to reflect that MNR shall reimburse on a dollar for dollar basis up to \$180. Employees must submit proof of purchase by May 15th. Reimbursement shall only be made for OSHA compliant shoes or shoes that MNR deems safe and appropriate for work. Effective upon

ratification, all employees shall be required to wear shoes during work hours that are in compliance with OSHA regulations.



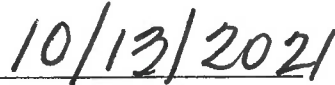
For Teamsters, Local Union 445



Date



For Montefiore New Rochelle



Date