

MEMORANDUM OF AGREEMENT

BETWEEN

NEW JERSEY PERFORMING ARTS CENTER CORPORATION

AND

COMMUNICATIONS WORKERS OF AMERICA, LOCAL 1037, AFL-CIO

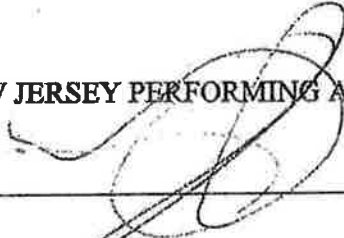
NEW JERSEY PERFORMING ARTS CENTER CORPORATION (“Employer”) and the COMMUNICATIONS WORKERS OF AMERICA, LOCAL 1037, AFL-CIO (the “Union”), having engaged in negotiations for an agreement to succeed the current Collective Bargaining Agreement (“Agreement”) between the Employer and the Union that expires on June 30, 2020, hereby agree to the following amendments to the Agreement as set forth below.

1. Duration: July 1, 2020 through June 30, 2021 (1-year Agreement)
2. Wages and Benefits: The parties agree that the wage rates and benefits set forth in the Agreement effective July 1, 2019 shall remain unchanged for the duration of the Agreement. All terms and conditions of employment shall be continued unchanged during this time-frame.
3. Furloughs/Layoffs: The parties agree that all provisions of Article 15 (Layoff and Recall) that pertain to layoffs are understood to also apply to furloughs.
4. Complete Agreement: The parties recognize and agree that this MOA represents the entire understanding of the parties. Any proposal or counter-proposal that was made by the parties during negotiations, but is not contained herein, is deemed waived.
5. Ratification Process: This MOA is subject to ratification by the Union membership and approval by Employer. The Union’s bargaining Committee agrees that it will recommend ratification to its members and the Employer’s bargaining team will likewise recommend approval. The Union shall provide the Employer with written notice of ratification within 48 hours following such ratification.

The undersigned are authorized to execute this Memorandum of Agreement on behalf of their respective constituencies. Upon ratification by the Union membership and approval by the Employer's management, the Employer will draft a new collective bargaining agreement and present it to the Union for execution.

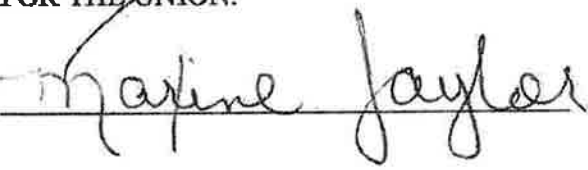
IN WITNESS WHEREOF, the parties have caused this MOA to be signed by their duly authorized representatives on this 12th day of August, 2020.

FOR NEW JERSEY PERFORMING ARTS CENTER CORPORATION:



John S. ... CEO

FOR THE UNION:



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