


**LETTER OF UNDERSTANDING REGARDING
INTERIM GENERAL WAGE INCREASE**

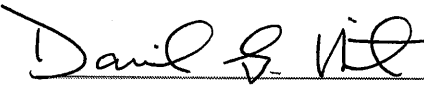
The Milwaukee Art Museum and District No. 10, IAM, are currently bargaining an initial collective bargaining agreement for the bargaining unit certified by the NLRB on November 20, 2020. The parties are negotiating wages for all bargaining unit employees to be included in the collective bargaining agreement. The Museum has announced a 2.25% general wage increase for non-bargained employees and the Parties have agreed to the same increase for all bargaining unit employees. This wage increase will take effect on September 1, 2021. This LOU does not, in any way, limit or restrict the parties' right to bargain over the wage rates for any, and all, positions. However, the Union recognizes that the interim wage increase will affect the Museum's position on wages and benefits for the fiscal year commencing September 1, 2021.

This LOU will remain in effect until such time as the parties reach agreement on the collective bargaining agreement.

For the Union

 9/1/2021
Date

For the Museum

 9/1/21
Date