

SIDE LETTER -ARTICLE 18 JOB CLASSIFICATION AND COMPENSATION

This Side Letter Agreement, effective January 13, 2026, is between AFSCME, Council 3, Baltimore Museum of Art Union and The Baltimore Museum of Art. Relative to the Collective Bargaining Agreement (CBA), covering the period July 1, 2024, to June 30, 2027, the parties acknowledge and agree to the following revisions to Article 18, Appendix A, Salaried Employees:

- Administrative Assistant – Director's Office, Grade A, will be removed from the bargaining unit due to the confidential nature of this unique position's duties.
- Advancement Manager—Grade C, will be added to the bargaining unit.
- Senior Manager of Exhibition Technology Design – Grade D, will be added to the bargaining unit.
- Lead Educator, Bilingual Museum Educator – Grade C, will be added to the bargaining unit.

THIS SIDE LETTER, WHEN EXECUTED BY THE PARTIES, shall remain in force, unless modified in writing and executed by both parties.

FOR THE UNION



Patrick Moran
President
AFSCME Council 3

Date: 2/10/2026

FOR THE MUSEUM



Christine Dietze
Chief Operating Officer
The Baltimore Museum of Art

Date: February 9, 2026