

AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT

This Amendment to the CBA, as herein after defined, (the "Amendment") is made and entered into on July _____, 2018 by and between Amalgamated Bank (the "Company") and the Office & Professional Employees International Union, Local 153, AFL CIO (the "Union") (collectively, the "Parties"). All terms capitalized herein but not defined shall have the meaning ascribed to them in the CBA.

WHEREAS, the Union and the Company are parties to a Collective Bargaining Agreement entered into on July 1, 2015 (the "CBA") having expired on July 1, 2018;

WHEREAS, the parties to this Amendment now desire to make certain modifications and amendments to the CBA provided herein; and

NOW, THEREFORE, in consideration of the mutual provisions, covenants and undertakings set forth in this Amendment and in the CBA, and other good and valuable consideration which is hereby acknowledged, the parties to this Amendment agree as follows:

1. Article XXXII: Wage Increases is replaced in its entirety by the following:

"(a) Effective July 1, 2018, Employees shall receive a 3% wage increase.

(b) Effective July 1, 2019, Employees shall receive a 3% wage increase.

Part-time Employees shall receive the same percentage increase to their hourly or daily rates of pay.

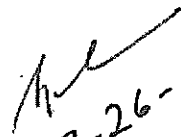
All Employees shall receive a one-time signing bonus in the amount of \$1,000 to be paid in the first payroll following signature of the amendment to this Agreement."

2. Article XXXIV: Termination and Renewal of Agreement (a) shall be replaced with:

"This Agreement shall commence on July 1, 2018 and terminate as of June 30, 2020."

This Amendment contains all revised terms and conditions agreed upon by the Parties. All terms and conditions in the CBA not amended herein remain in full force and effect. Any dispute regarding the application or interpretation of this Amendment shall be governed by the Parties' grievance and arbitration procedure contained in the applicable CBA.

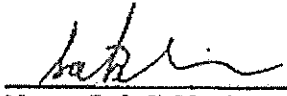
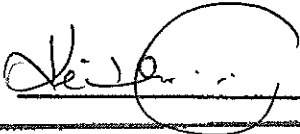
[Signature page follows.]


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Executed this 26 day of July, 2018.

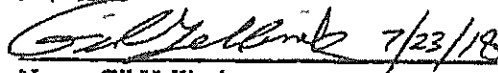
AMALGAMATED BANK

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 153, AFL-CIO

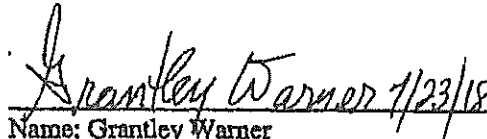
 7/26/18

~~Name: Seth Goldstein~~
Title: Business Representative

Stewards:

 7/23/18

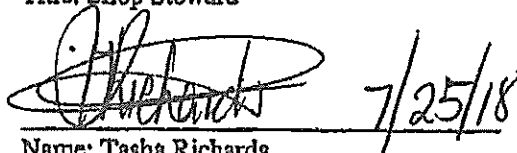
Name: Gil Yellinek
Title: Chief Shop Steward

 7/23/18

Name: Grantley Warner
Title: Shop Steward

 7/23/18

Name: Brenda Medard
Title: Shop Steward

 7/25/18

Name: Tasha Richards
Title: Shop Steward

 7/25/18

Name: Bernel Ayers
Title: Shop Steward

Sushma Bilal 7/23/18

Name: Sushma Bilal

Title: Shop Steward

Adl
7-26-18