



**Highlights of Proposed Contract Agreement Between  
District Council 37, AFSCME, AFL-CIO and the American  
Museum of Natural History  
25% in average wage increases over contract term**

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- 1. Term of Contract – 48 Months** (from 1/1/2022 to 12/31/2025).
- 2. General Wage Increases:**
  - January 1, 2023: **\$3.41 per hour** increase for all members.
  - July 1, 2024: **\$1.71 per hour** increase for all members.
    - Moves minimum to \$20.41 per hour on January 1, 2023.
    - Moves Minimum to \$22.12 per hour on July 1, 2024.
    - **15.35%** increase for the average-compensated 1559 member.
    - **32.7%** increase over the term of the Agreement, or **8.18% per year**, after DC37 increases are factored in (for the average-compensated 1559 member).
- 3. Retroactive Pay For All Paid Time During Retro Period (All Increases With Effective Dates Prior to Ratification).**
  - **\$3,103** (estimated) for 35-hour scheduled members.
  - **\$3,546** (estimated) for 40-hour scheduled members.
  - Estimation based on a 6/1/2023 implementation date.
- 4. Employees in the title of Clerk or Senior Clerk in Shipping and Receiving will receive a one-time lump sum payment of \$1,000.**
- 5. Creation of Two New Bargaining Unit Titles:**
  - **Senior Supervising Clerk:** will promote from Senior Clerk and receive a \$10,000 increase to base salary effective the date of promotion.
  - **Lead Maintainer:** will promote from Maintainer and receive a \$5,000 increase to base salary effective the date of promotion.
- 6. Shoes for Crews:**
  - There will be an increase from **\$90 to \$100** for participating members, and from **\$120 to \$132** for members who are required to wear steel or composite toe shoes.
- 7. Layoff List:** Will sunset after 2 years of a member’s name being added to it; no other changes to Article 27, Reductions in Force.