



**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**

All Members of Landslide Unit

- 1. Term of Contract – 48 Months** (Beginning on Ratification date).
- 2. Bargaining Unit:** The bargaining unit shall consist of all of the titles in the NLRB certification of results, as well as 7 out of the 13 titles in dispute.
- 3. Total Compounding General Wage Increases, as Follows:**

Effective Date	Increase
1/1/23	\$2.42 Hourly Increase
5/26/23	3%
5/26/24	3%
7/1/24	\$1.21 Hourly Increase
5/26/25	3.25%

 - **32.5%** in total compounded increases **for anyone making \$17/hour**, an average of over **8% a year** for all four years of the Agreement.
 - For the average Landslide Unit member earning **\$25.88/hour**, amounts to **25%** in compounded increases over the four-year term of the Agreement.
- 4. Retroactive Pay For any Time Worked During Retro Period (All Increases with Effective Dates Prior to Ratification).**
 - Roughly **\$2,202** for 35-hour scheduled members, proportionally less for those with reduced schedules, assuming a 6/1/2023 implementation date (we don't know the exact date HR will process the retro).
- 5. All Future DC37-Negotiated Citywide Raises, Signing Bonuses and New Additions to Gross Shall Flow to Landslide Members**
 - **Additions to Gross (ATGs)** are economic benefits in the Citywide Cultural Institutions Pay Order that trigger automatic increases, typically based on years of service.
 - Linkage will provide automatic increases based on Citywide Economic Bargaining between the City and DC37, in addition to any increases or ATGs the Museum may offer, in all future rounds.
- 6. Limitations on Use of “Term” as Designation of Employment:** “Term” employment (i.e. no just cause for termination or binding arbitration rights for termination) shall be limited to all members’ first 3 years of employment with the Museum, beginning with their original date of hire.
 - On day 1 of the contract, many members will become regular status members with just cause for termination and binding arbitration.
 - The Museum shall provide the Union with annual attestations demonstrating any “term” member is on at least 50% soft money funding. If they can not demonstrate this for any member, that member will gain regular status.

- 7. Union Rights**—right to receive notice of postings; notification of new hires, union bulletin board; reasonable release time without loss of pay provided to a shop steward to handle grievances and contract administration duties.
- 8. Job Security**—Final and binding arbitration for discipline, suspension and termination, as well as any other failure of the employer to comply with the contract.
- 9. A 9-month process to be consolidated into a single bargaining unit with Local 1559, with a largely identical working conditions contract in place in the interim.**

Benefits-Eligible Members (who work 21 or more hours/week)

10. Participation in the DC37 Cultural Institutions Health and Security Plan Trust Benefits

- **Free Legal Services:** Obtain an Attorney for Most Civil Matters Aside from TORT Litigation Through the Municipal Employees Legal Services (MELS)
- **Prescription Drug Benefit**
- **Dental Benefits through Delta Dental**
- **Vision Care**
- **Personal Services Unit:** Professionally-Trained New York State-Licensed Social Workers Providing Confidential Services including individual and group counseling
- **Death Benefit:** \$10,000 for actives, \$1,000 for retirees.
- **Survivor Benefit:** Upon death of an active or retiree, dependents may receive up to 12 months of COBRA.
- **Education Fund:** tuition reimbursement of \$800 per calendar year for self, dependents and grandchildren; career counseling, free certification courses in a variety of fields.
- **Short-Term Disability:** The weekly disability income benefit for full-time, per annum employees is 66.67% of their weekly salary (but no more than \$200 per 7-day week), and is payable up to a maximum of 26 weeks.

11. Health Care: Effective October 1, 2023, Members Will Make the Transition to a City-Administered Health Plan if Not Already in One

- Cost of more expensive plans is significantly defrayed by DC37 Prescription Drug Benefit.
- Quality, premium-free options are available.

12. No Change to Annual Leave and Sick Leave Accrual Schedules and Rules for All Members of the Bargaining Unit as of Ratification Date. Future Hires Shall Revert to Local 1559's Current Schedules for Post-2014 Hires.

Part-Time Members (who normally work less than 21 hours/week)

13. New Annual Leave Benefit:

- Part-time employees will accrue annual leave at a rate of one (1) hour of annual leave for every thirty (30) hours worked, up to a maximum of forty (40) hours of accrued annual leave during any fiscal year.
- Hourly paid employees will begin accruing annual leave on their first day of work. Unused annual leave days are not compensated upon termination. T
- The maximum number of annual leave hours a part-time employee may use in any one fiscal year is forty (40).

14. Short Term Disability benefits: to remain the same as for non-union part time employees.