



**Summary 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**

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; no other changes to Article 27, Reductions in Force.

8. Long-Term Disability— The Museum will provide a 90-day window for the union to decide whether to participate in the LTD benefit offered by the Museum.

9. Health Screenings: Facilities employees in the title of maintainer and Exhibition employees in the title of exhibition preparator will be allowed to participate in the AMNH/Mount Sinai Occupational Health Program.