



Making History with Our First Contract

A Strong Foundation for Future Wins



Join us for the ratification vote on June 3, 4, and 6 at the plaza outside the Hamilton Building by the Big Sweep!

DAMWU TA Toplines (2026-2029)

Non-Economic Highlights

Just Cause

- Ensures we are At Will no more – a central tenet of any strong union contract
- Protects rationality and proportionality in discipline and discharge

Union Rights

- DAMWU has 10 minutes at New Employee Orientations to make sure new colleagues know basics about their union, points of contact, and resources
- Up to 10 Stewards (your coworkers trained on interpreting and enforcing the contract). They are able to represent their coworkers on work time

Grievance & Arbitration

- If Management has violated the CBA, a steward can file a grievance and represent your interests
- The grievance may be advanced to a higher step if it has not been resolved at a lower level
- If the issue is still not resolved after all three steps in our contract have been exhausted, the grievance may go to arbitration, meaning a third-party arbiter makes the final determination

Equal Employment Opportunity (Non-Discrimination)

- Harassment or discrimination based on protected status will not be tolerated
- Also protects from harassment/discrimination from visitors, members, and docents

Bargaining Unit Work

- Management may not give bargaining unit work to non-BU employees or volunteers such that it would result in the displacement/permanent reduction of hours for Bargaining Unit employees
- Management still has the flexibility to hire contract staff, so long as the above is respected

Remote Work

- We were able to protect and codify remote work
- The Remote Work Policy in the TA allows eligible staff to work remotely one day of the week
- During extenuating circumstances, a temporary remote work arrangement may be made for up to five consecutive calendar days, up to twice a year per employee

Immigration

- Management must post and maintain Know Your Rights (KYR) posters
- Codifies procedure if government agencies such as DHS and ICE enter the building
- Makes sure individuals are not discriminated against based solely on immigration status/proceedings

Health and Safety

- Two appointed union representatives on the Health & Safety Committee
- Provision of PPE prior to working with materials that could cause harm
- Provision of appropriate and safe equipment, as well as training
- Employees in certain front-line positions may periodically use relief seating
- Codifies the availability and allowed use of relief mats
- Scheduling considerations to lessen the impact of standing within Beacon ticketed exhibitions

Economic Highlights

Parental Leave

- Employees who have worked at DAM for at least a year and are participating in PFML will receive supplemental pay from the Museum to “top up” to 100% of their regular pay for up to 12 weeks – no need to use any sick or vacation days, as in the past

Sick Time

- All staff accrue sick time at the same rate – a win for PT (previously accrued at a 40% lower rate)
- Flex maximum hours accrued increased from 72 to 96.2 hours annually

Vacation Time

- We were able to protect our guaranteed vacation time

Holidays

- Won a second personal day

Health Insurance

- Starting October 1, 2026, for the Surefit PPO and HDHP plans, the employer will pay 90% of the premiums on individual coverage, 80% of coverage that also covers a spouse or children, and 70% for full family coverage – in the past, cost-sharing percentages varied
- Replicates or improves upon premium shares DAM pays, and will not change for life of CBA

Uniforms & Footwear Allowance

- \$60 annual footwear allowance for Facilities, Exhibitions, Conservation, Collections, Visitor Operations, and the Museum Shop upon demonstration that the current pair is unserviceable

Wages

First Day of the First Pay Period Following Ratification:

- All active employees receive First Contract Bonus (lump sum)
 - Those with six years or more of continuous service from most recent hire date - \$500
 - Those under six years - \$300
- All active employees will also receive a 1% wage increase, AND...
 - Those past probationary period (120 days) with less than three years of continuous service who make less than \$20/hr increase to \$20/hr
 - Those with at least three years of continuous service who are below \$21/hr increase to \$21/hr

On December 23, 2026:

- All active employees receive a 2% wage increase
- Employees who have reached six years or more of continuous service receive an additional 1%

On December 22, 2027:

- Same as 2026. Those with at least six years get additional 1% (if they didn't the previous year)
- If minimum wage still under \$21/hr, those with at least three years are increased to \$21/hr

On December 20, 2028:

- 2% COLA or rate of inflation (CPI-U announced 2028), whichever is higher

Those receiving base wage increases will see an immediate raise of up to 6%, not including the bonus. Protection of \$0.50 Spanish Language Differential.



**Vote on June 3, 4, and 6 in the plaza
outside of the Hamilton Building!**