

Making MOCA a Better Place to Work

Highlights of AFSCME Local 126 First Tentative Agreement (ratification pending)

Economic Security

- Wage Increases – 15.25% to 20.35% across 3 years
 - Upon ratification – 8% minimum (some classifications will get up to 13%)
 - Year 2 – 3.5%
 - Year 3 – 3.75%
- Dress Code/Clothing Bonus
 - \$250 bonus for workers in GA and Retail to buy professional black clothing and footwear
 - \$250 bonus for workers in Exhibitions (Prep and A/V) to purchase steel-toed boots
 - New language to provide more safety equipment and coveralls in Exhibitions.
- Vacation for part-time and temporary employees.
- Health insurance for part-time employees.
- Supplemental paid family leave
- Language which guarantees free parking or a pre-loaded card for public transportation to and from work.

Strengthening Jobs at MOCA

- Seniority protection for scheduling, vacations, and in event of layoffs.
- Break rooms and rest areas away from the public and safe space to store personal belongings.
- Professional development through training opportunities in all departments.
- Protective language against subcontracting positions held by union members
- Advance posting of job openings and priority hiring for internal applicants.
- Unpaid sabbatical leave for educational purposes.
- Pathway to promotions for Gallery Attendants and Educators, including promotion of gallery attendants within three months of ratification.

Our Values at Work

- Comprehensive protective language around respect, non-discrimination, and reasonable accommodation to ensure a respectful workplace free of harassment.

- Holiday and Religious Observance language including Juneteenth and paid day off for religious observance.
- Clear progressive discipline policy.
- A model lactation policy providing protection beyond what is required by law.
- Healthy and Safety language that guarantees availability of first aid kits, training on emergency and safety protocols, and post rotation for gallery attendants.

Holding MOCA Accountable

- Access to Information language requiring MOCA to share information related to their budget and funding sources.
- A robust grievance and arbitration language laying out a process for resolving contract violations with the option to pursue binding arbitration.
- Yearly performance reviews with a pathway to appeal and/or submit rebuttal.
- Establishment of a Joint Labor Management Committee which meets regularly to resolve day-to-day workplace issues.
- Language to strengthen transparency and access around MOCA All-Staff Meetings.
- Right to representation in any meetings that can lead to discipline.

Building Our Union

- Union bulletin boards
- Right to wear union gear at work.
- Ability to appoint union stewards to assist and advocate for coworkers.