



The MASS MoCA Offer to UAW Local 2110 Goes to a Vote Tuesday March 19th

Options you have with *your* VOTE

Option 1: One year wage increase

The greater of:

- a minimum hourly wage of \$17.25, or
- 3.5% salary increase, or
- equity increases ranging from 3.9% – 14.29%

Plus: A one time, \$150,000 lump sum to be distributed to represented staff in amounts determined by the Union.

If you vote **YES** for a one year wage increase, you will receive a minimum 3.5% increase but for next year UAW and MASS MoCA will engage in negotiations over your wage increase for FY 2024/25.

There is no guarantee that these negotiations will result in an agreement, nor can we predict MASS MoCA's financial predicaments, given the economic uncertainty that the museum and the nation face.

Option 2: Two year wage increase

Jan 1, 2024 the greater of:

- a minimum hourly wage of \$17.25, or
- a 3.5% salary increase, or
- equity increases ranging from 3.9% – 14.29%

Plus: A one time, \$150,000 lump sum to be distributed to represented staff in amounts determined by the Union

Jan 1, 2025:

3% across-the-board increase for all employees, plus

Holiday pay for Thanksgiving and Christmas, starting in 2024, plus

1.5x Premium Pay for hours worked on New Years, July 4, and Labor Day, beginning in 2025.

If you vote **YES** for a two year wage increase, you are guaranteed a wage increase of 3%, effective January 1, 2025

This is in addition to the wage increases that would go into effect on January 1, 2024 and the one time, \$150,000 lump sum.

If both of the above options are rejected, the negotiations remain unresolved and there are no guarantees as to how these negotiations will end.

The Museum does not control the outcome of this vote: **YOU DO!** If you have any questions on whether you are eligible to vote or how to make your voice and vote count, **we recommend that you contact your union representative**, Chelsea Farrell at chelseafarrell@2110uaw.org, or attend the meeting that has been called for 2:30pm tomorrow, Tuesday, March 19th at the UNO Center on River Street.

So the moment is now, the decision is in your hands. It's a difficult moment emotionally but one that takes courage to rise to meet. The offer is **good and fair and authentic**, and we've made a range of tough sacrifices to get here.

We are committed to continue to raise wages here at MASS MoCA, **at a level and pace that our deficit budget can bear** and that does not risk further cuts to programs, operations, or even jobs. It's so important that we balance everything *and* sustain for our future. You all matter, and MASS MoCA matters.

- MASS MoCA employs **186 people** in total (that's 186 JOBS)
- MASS MoCA has grown its total staff **30% institution-wide** since 2022
- The total number of represented positions have increased **35% since 2022**
- **The local economy is nearly \$51 million larger each year*** because of MASS MoCA operations and visitors
- If MASS MoCA were not present there would be **at least 586 fewer jobs in the County**, increasing the local unemployment rate by nearly a full percentage point

*(Source: "The Economic Impact of MASS MoCA in 2017", Study by the Center for Creative Community Development, Williams College, 9/2017)