

VOTE YES FOR 13%+ IN RAISES OVER THE NEXT THREE YEARS!



The AFSCME Maryland/BMAU Bargaining Team recommends you vote **YES** in support of our **FIRST EVER** contract!

PAY INCREASES

Our contract includes steps, or longevity pay, to reward years of service at the BMA. These steps range from an additional \$0.35/hr. for hourly employees and between an additional \$800-\$950/yr. for salaried employees.

	Hourly	Salaried
July 1, 2024	<ul style="list-style-type: none"> Significantly increase base pay! Minimum starting hourly rate is \$19.35/hr. \$2.35/hr. increase 3.5% retirement savings match up to \$3,500 1.5x overtime pay after 35 (instead of 40) hours Minimum increase of 3.5% from current pay 	<ul style="list-style-type: none"> Significantly increase base salary! Starting salary is \$47,022 2.5% increase on July 1, 2024 3.5% retirement savings match up to \$3,500 Minimum increase of 3.5% from current salary
July 1, 2025	<ul style="list-style-type: none"> \$1.15/hr. increase - minimum starting hourly rate is \$19.70/hr. 4% retirement savings match up to \$4,000 	<ul style="list-style-type: none"> 3.5% increase 4% retirement savings match up to \$4,000
July 1, 2026	<ul style="list-style-type: none"> \$1.45/hr. - minimum starting hourly rate is \$20.05/hr. 4.5% retirement savings match up to \$4,500 	<ul style="list-style-type: none"> 4.25% increase 4.5% retirement savings match up to \$4,500



*“This contract provides **necessary benefits for every member of our union**, no matter what kind of labor you provide the museum, from a continuing education stipend, to paid parental leave, to reimbursements for workwear, to greater retirement savings contribution, and **very importantly, much needed pay increases.**”*

Leila Grothe, BMAU Member & Assoc. Curator of Contemporary Art

VOTE YES FOR RAISES, STRONGER WORKER PROTECTIONS, IMPROVED LEAVE, & MORE!

The AFSCME Maryland/BMAU Bargaining Team recommends you vote YES in support of the FIRST EVER contract for the Baltimore Museum of Art Union (BMAU).

PAY EQUITY & WAGE INCREASES

- All employees will receive over 13% in wage increases over the next 3 years
- Guaranteed annual increases on July 1 of 2024, 2025, & 2026
- Employees will receive step increases on 3, 6, & 10 year anniversaries of service
- Overtime pay (1.5x normal hourly rate) starting at 35 instead of 40 hours
- Won a wage scale that includes placement based on years of service
- Wage increases retroactive to January 1, 2024 and to July 1, 2024

ELEVATING WORKERS' VOICES

- Recognizes 6 shop stewards and 3 alternates who have rights to represent employees for grievances and discipline
- Creates a Labor Management Committee (LMC) structure composed of union members and BMA representatives that must meet at least 3 times a year to discuss issues important to us
- Formalizes grievance process for workers to elevate concerns that require a response from management

STRONGER PROTECTIONS FOR WORKERS

- Requires management to have “just cause” for any discipline or dismissal of an employee and establishes a process for progressive discipline
- Reimburses Facilities, Security, and certain Installation employees for up to \$200 annually for the purchase of safety shoes and workwear

IMPROVED LEAVE

- Creates parity between front- and back-of-the-house employees for accrual of vacation hours, with significantly increased leave for hourly workers
- Adds Indigenous People's Day as a holiday
- Guarantees 6 weeks of fully paid parental leave (at your full salary)



*“I believe that **everyone, everywhere, no matter the field or profession, should unionize.** It’s important to remind those in charge that they do not provide the labor that ensures their income and that the rights and wellbeing of those who work under them should be their top priority.”*

John Young, BMAU Member & Security Officer