

SUMMARY OF TENTATIVE AGREEMENT BETWEEN UNITED MUSEUM WORKERS AND CARNEGIE MUSEUMS OF PITTSBURGH

Introduction

The following is a summary of the more salient provisions contained in the tentative agreement reached between the United Steelworkers/United Museum Works (UMW) and the Carnegie Museums of Pittsburgh (CMP).¹ This summary is for information purposes only. The UMW Bargaining Committee wishes to thank our members for all their support during this year-and-a-half of bargaining to reach this historic agreement. We urge you to vote to ACCEPT this proposed contract and look forward to a new era of workplace democracy for museum workers at CMP.

Economic Provisions

1. **WAGES:** With respect to raises in the first year, this proposed agreement will immediately raise the minimum base rate across the bargaining unit from the current poverty wage rate of \$12 per hour to a living wage of \$16 per hour (a 33% increase). The majority of the raises in the proposed agreement will be based on minimum base rate increases for every job title in the bargaining unit as reflected in a new wage scale that includes the new \$16 minimum base rate. The new wage scale (which is attached to this summary) will be included in the contract to provide greater pay transparency.

Anyone who does *not* receive a significant percentage raise (meaning 5% or more) from the increased minimum base rate for their position will receive an increase of 5% (this is in addition to the 2.5% that the bargaining unit received in January of this year).

For employees in positions that follow a progression, such as Natural History Interpreter II, the new wage scale provides an additional bump over the base rate in order to maintain a spread between positions I and II.

The raises for the remaining three years of the contract (it's a 4-year contract) will be 2.75% each year or an additional 8.5% over the remaining three years of the contract. If the proposed agreement is ratified by the members bargaining unit employees can expect to see their raises in their June 23, 2023 pay date.

2. **HEALTH INSURANCE:** Under this proposed agreement CMP guarantees full-time bargaining unit employees the same benefit it provides to employees outside the bargaining unit.
3. **RETIREMENT:** Under this proposed agreement CMP guarantees that full-time, part-time, and occasional bargaining unit employees receive the same retirement benefit (the current 403(b) plan) as those outside the unit.

¹ A copy of the parties' entire tentative agreement will be available in a separate document on the UMW website, again for informational purposes only, starting Sunday, May 14, 2023.

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4. PAID SICK LEAVE: The proposed agreement provides for CMP's current sick leave policy (subject to change) but it guarantees a doubling of the current annual ceiling on sick leave accruals for part-time and occasional employees from 40 hours to 80 hours.
5. VACATION: Under the proposed agreement CMP will maintain its current paid vacation leave benefit for full-time employees currently employed with CMP.
6. HOLIDAYS: The proposed agreement continues CMP's current benefit of 8 holidays per year and 4 floating holidays for full-time employees BUT part-time employees will now have two floating holidays per year.
7. JURY DUTY: The proposed agreement continues CMP's paid leave for jury duty BUT now the benefit is extended to part-time and occasional employees if they are scheduled to work on a day they're called for jury duty.

Non-economic Provisions

1. GRIEVANCE AND ARBITRATION: This tentative agreement includes grievance and arbitration language that will allow us to enforce our rights under the contract using an expedited process that ends with a binding decision by a neutral arbitrator. In other words, not only will we have a contract covering our terms and conditions of employment for the first time, but we'll also have a fair and efficient process for enforcing our contractual rights.
2. DUE PROCESS: This agreement includes protections for bargaining unit members against arbitrary or unfair discipline, including terminations and requires CMP to prove it has just cause to issue any form of discipline.
3. NO DISCRIMINATION: The tentative agreement also provides contractual protections against a broad array of discriminatory conduct by our employer, including discrimination based on race, color, religion, creed, national origin, ancestry, ethnicity, sex (including pregnancy, childbirth and related medical conditions), gender identity or expression, sexual orientation, age, marital status, citizenship status, veteran status, physical or mental disability, use of a guide or support animal because of physical disability, status as a holder of a general educational development certificate or credential (versus a high school diploma), genetic information (including testing and characteristics), and any other characteristic protected by federal, state, or local law.
4. HEALTH AND SAFETY: This proposed contract also includes a health and safety article that provides for on-the-job safety training to all our bargaining unit members as well as the safety equipment needed to safely perform our jobs. We'll also have a seat on the CMP Safety Committee and on any health and safety or crisis management committee at any component. And our members will have a protected right to refuse work that is abnormally dangerous.
5. SENIORITY: Under the proposed agreement all our bargaining unit members (full-time, part-time, and occasional) will have their years of service recognized for purposes of bidding on

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vacant positions (this will be part of the proposed contract's vacancies language) and in the manner in which layoffs, furloughs, or recalls from layoff or furlough, are implemented (this will be covered under the proposed contract's reductions in force article).

6. HOURS OF WORK: The proposed contract provides for two paid breaks of up to 15 minutes as well as an unpaid thirty-minute lunch break for any bargaining unit employee working more than seven hours in a shift. For those who work five or more hours in a shift but less than seven the proposed agreement provides for one unpaid thirty-minute lunch break and one paid break of up to 15 minutes.
7. JOINT LABOR-MANAGEMENT COMMITTEE: The proposed agreement includes an article that provides for a joint-labor management committee to address issues of mutual concern between the parties but that are not covered under the contract.
8. OTHER TENTATIVELY-AGREED-TO ITEMS: These include contractual language on job descriptions and duties, performance evaluations, family medical leave, all staff meetings, email accounts, personnel files, and educational reimbursement.

New Minimum Wage Rates

Divison	Job Name	Proposed New Base Pay Rate
Division 02 - Finance	Accountant I 8118	\$ 21.98
Division 02 - Finance	Accountant II 8117	\$ 23.00
Division 02 - Finance	Accounts Payable Clerk 8141	\$ 20.40
Division 02 - Finance	Administrative Assistant 2201	\$ 23.60
Division 01 - Advancement & Community Engagement	Advancement Writer & Grants Specialist 1009	\$ 30.23
Division 06 - Carnegie Science Center	Animal & Habitat Specialist 6810	\$ 16.00
Division 07 - Andy Warhol Museum	Archive Assistant 3126	\$ 16.00
Division 07 - Andy Warhol Museum	Art Preparator 7111	\$ 17.49
Division 07 - Andy Warhol Museum	Artist & Community Programs Coordinator 7032	\$ 17.77
Division 07 - Andy Warhol Museum	Arts Educator I 7034	\$ 16.00
Division 07 - Andy Warhol Museum	Arts Educator II 7035	\$ 17.00
Division 07 - Andy Warhol Museum	Arts Educator III 7036	\$ 18.00
Division 01 - Advancement & Community Engagement	Assistant 1014	\$ 16.50
Division 01 - Advancement & Community Engagement	Assistant Manager 1039	\$ 21.69
Division 12 - Information Technology	Assistant Network Administrator 2223	\$ 29.49
Division 07 - Andy Warhol Museum	Assistant Registrar - 7522	\$ 18.82
Division 01 - Advancement & Community Engagement	Associate 1167	\$ 17.77
Division 07 - Andy Warhol Museum	Associate Conservator of Paintings 7003	\$ 26.93
Division 07 - Andy Warhol Museum	Associate Director of Learning 7530	\$ 25.00
Division 03 - Carnegie Museum of Art	Associate Editor 3121	\$ 28.30
Division 03 - Carnegie Museum of Art	Associate Preparator 3820	\$ 24.00
Division 07 - Andy Warhol Museum	Associate Registrar for Collections 7009	\$ 22.19
Division 03 - Carnegie Museum of Art	Associate Registrar, General 3056	\$ 25.50
Division 06 - Carnegie Science Center	Audio Visual Systems Technician 6061	\$ 17.50
Division 04 - Carnegie Museum of Natural History	Botany Departmental Assistant-Exhibitions	\$ 16.00
Division 06 - Carnegie Science Center	Budget & Data Analyst 6005	\$ 25.77
Division 06 - Carnegie Science Center	Call Center Reservation Registrar 6228	\$ 17.00
Division 03 - Carnegie Museum of Art	Camp Education Program Specialist	\$ 17.27
Division 04 - Carnegie Museum of Natural History	Cataloger 4444	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Collection Assistant 4418	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Collection Assistant-Invertebrate Paleontology 4019	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Collections Associate - Mammals 4557	\$ 18.61
Division 07 - Andy Warhol Museum	Communications Manager 7316	\$ 23.86
Division 04 - Carnegie Museum of Natural History	Content Copywriter 4549	\$ 18.00
Division 04 - Carnegie Museum of Natural History	Content Developer 4590	\$ 18.00
Division 06 - Carnegie Science Center	Coordinator of Team & Community Programming 6044	\$ 17.95
Division 06 - Carnegie Science Center	Creative Manager 6312	\$ 20.50
Division 04 - Carnegie Museum of Natural History	Creative Media Manager 4070	\$ 26.81
Division 04 - Carnegie Museum of Natural History	Curatorial Assistant - Section of Vertebrate Paleontology 4564	\$ 18.00
Division 03 - Carnegie Museum of Art	Curatorial Assistant 3007	\$ 19.00
Division 03 - Carnegie Museum of Art	Curatorial Assistant 3406	\$ 19.00
Division 04 - Carnegie Museum of Natural History	Curatorial Assistant 4410	\$ 17.00
Division 04 - Carnegie Museum of Natural History	Curatorial Assistant, Botany 4566	\$ 18.00
Division 03 - Carnegie Museum of Art	Curatorial Assistant, Fine Arts 3874	\$ 19.00
Division 12 - Information Technology	Database Analyst 2226	\$ 23.00
Division 03 - Carnegie Museum of Art	Departmental Coordinator, Visitor & Museum Services 3859	\$ 17.50
Division 04 - Carnegie Museum of Natural History	Design Services Coordinator 4024	\$ 20.74
Division 01 - Advancement & Community Engagement	Design Services Manager 3304	\$ 26.81
Division 01 - Advancement & Community Engagement	Development Assistant, Membership Programs & Processing 1069	\$ 16.50
Division 12 - Information Technology	Digital Accessibility & User Experience Specialist 8157	\$ 23.27
Division 07 - Andy Warhol Museum	Digital Collections Assistant 7552	\$ 19.83
Division 03 - Carnegie Museum of Art	Digital Content Producer 3054	\$ 23.00
Division 01 - Advancement & Community Engagement	Digital Marketing Manager, Membership & Annual Fund 1017	\$ 27.48
Division 07 - Andy Warhol Museum	Digital Media Technical Assistant 7025	\$ 18.85
Division 07 - Andy Warhol Museum	Director of Film & Video 7007	\$ 30.80
Division 03 - Carnegie Museum of Art	Division Coordinator & Collections Technician 3030	\$ 19.00
Division 04 - Carnegie Museum of Natural History	Docent II 4244	\$ 16.00
Division 03 - Carnegie Museum of Art	Docent & Group Tour Coordinator 3062	\$ 16.91
Division 06 - Carnegie Science Center	Early Childhood Education Coordinator 6827	\$ 18.00
Division 03 - Carnegie Museum of Art	Education & Public Programs Coordinator 3058	\$ 19.34
Division 03 - Carnegie Museum of Art	Education Program Specialist - 3201	\$ 17.27
Division 04 - Carnegie Museum of Natural History	Environmental Educator – GIS Resources 4042	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Environmental Educator & Naturalist 4604	\$ 16.00
Division 06 - Carnegie Science Center	Events Marketing Communications Manager 6850	\$ 20.00
Division 03 - Carnegie Museum of Art	Executive Assistant 3873	\$ 18.58
Division 06 - Carnegie Science Center	Exhibit Designer Mechatronics 6831	\$ 25.00
Division 06 - Carnegie Science Center	Exhibit Tech Specialist II 6622	\$ 22.50
Division 03 - Carnegie Museum of Art	Exhibition Designer 3614	\$ 27.50

Division 04 - Carnegie Museum of Natural History	Exhibition Designer 4047	\$ 27.50
Division 06 - Carnegie Science Center	Exhibits Maintenance Technician 6662	\$ 17.50
Division 06 - Carnegie Science Center	Exhibits Maintenance Technician II 6663	\$ 20.50
Division 06 - Carnegie Science Center	Exhibits Operations Manager 6868	\$ 25.00
Division 03 - Carnegie Museum of Art	Film Projectionist 3856	\$ 16.00
Division 02 - Finance	Finance Cashier & Data Entry Clerk 8056	\$ 18.31
Division 02 - Finance	Financial Analyst I 8002	\$ 30.33
Division 02 - Finance	Financial Analyst II 8001	\$ 31.33
Division 03 - Carnegie Museum of Art	Financial Assistant 3884	\$ 19.24
Division 04 - Carnegie Museum of Natural History	Financial Assistant 4105	\$ 19.24
Division 06 - Carnegie Science Center	Financial Assistant 6102	\$ 19.24
Division 04 - Carnegie Museum of Natural History	Gallery & Printing Technician 4277	\$ 20.38
Division 03 - Carnegie Museum of Art	Gallery Ambassador 3019	\$ 16.00
Division 07 - Andy Warhol Museum	Gallery Associate 7012	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Gallery Experiences Coordinator 4281	\$ 19.00
Division 04 - Carnegie Museum of Natural History	Gallery Experiences Presenter 4282	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Gallery Experiences Presenter II 4544	\$ 17.00
Division 06 - Carnegie Science Center	Gallery Experiences Program Presenter I 6036	\$ 16.00
Division 06 - Carnegie Science Center	Gallery Experiences Program Presenter II 6037	\$ 17.00
Division 04 - Carnegie Museum of Natural History	Gallery Technician 4563	\$ 18.75
Division 04 - Carnegie Museum of Natural History	General Maintenance Technician 4077	\$ 18.82
Division 01 - Advancement & Community Engagement	Gift Processor 1125	\$ 18.00
Division 01 - Advancement & Community Engagement	Gift Processor I 1052	\$ 18.00
Division 01 - Advancement & Community Engagement	Gift Processor II 1031	\$ 19.00
Division 01 - Advancement & Community Engagement	Gift Processor III 1033	\$ 20.00
Division 04 - Carnegie Museum of Natural History	Graphic Designer 4087	\$ 21.54
Division 06 - Carnegie Science Center	Graphic Design Manager 6301	\$ 19.00
Division 03 - Carnegie Museum of Art	Group Visits & Program Registration Coordinator, Visitor & Museum Services 2261	\$ 17.50
Division 12 - Information Technology	Hardware Administrator 2222	\$ 25.98
Division 04 - Carnegie Museum of Natural History	Herbarium Assistant 4425	\$ 16.00
Division 07 - Andy Warhol Museum	Inclusion Programs Coordinator 7001	\$ 21.43
Division 06 - Carnegie Science Center	Instructor I 6223	\$ 16.00
Division 06 - Carnegie Science Center	Instructor I STEM 6840	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Laboratory Assistant 4424	\$ 16.78
Division 06 - Carnegie Science Center	Lead Exhibition Designer 6841	\$ 24.00
Division 07 - Andy Warhol Museum	Learning & Public Engagement Department Coordinator 7028	\$ 17.25
Division 04 - Carnegie Museum of Natural History	Maintenance Assistant PNR 4510	\$ 17.25
Division 04 - Carnegie Museum of Natural History	Managing Editor 4401	\$ 24.00
Division 01 - Advancement & Community Engagement	Manager 1155	\$ 25.91
Division 07 - Andy Warhol Museum	Manager of Digital Engagement 7318	\$ 23.00
Division 09 - Art Education Collaborative	Manager of Operations 1401	\$ 22.00
Division 06 - Carnegie Science Center	Manager of Web Development & Experience 6305	\$ 26.00
Division 01 - Advancement & Community Engagement	Manager, Donor Services 1049	\$ 23.58
Division 06 - Carnegie Science Center	Marketing Communications Manager I 6310	\$ 21.00
Division 11 - Chief Operating Officer	Merchandising Associate 2240	\$ 18.00
Division 06 - Carnegie Science Center	Mobile Fab Lab Coordinator 6821	\$ 19.00
Division 04 - Carnegie Museum of Natural History	Museum Education Writer 4004	\$ 21.31
Division 04 - Carnegie Museum of Natural History	Museum Educator Assistant 4229	\$ 16.00
Division 03 - Carnegie Museum of Art	Museum Educator I 3038	\$ 16.00
Division 03 - Carnegie Museum of Art	Museum Educator II 3039	\$ 17.00
Division 03 - Carnegie Museum of Art	Museum Educator III 3040	\$ 18.00
Division 04 - Carnegie Museum of Natural History	Museum Educator I 4235	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Museum Educator II 4237	\$ 17.00
Division 04 - Carnegie Museum of Natural History	Museum Educator III	\$ 18.00
Division 04 - Carnegie Museum of Natural History	Museum Library Clerk 4446	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Natural History Interpreter I 4599	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Natural History Interpreter II 4600	\$ 17.00
Division 03 - Carnegie Museum of Art	Objects Conservator 3510	\$ 36.97
Division 03 - Carnegie Museum of Art	Occasional Art Handler 3824	\$ 17.49
Division 01 - Advancement & Community Engagement	Operations Coordinator 1091	\$ 17.95
Division 03 - Carnegie Museum of Art	Paintings Conservator	\$ 30.20
Division 03 - Carnegie Museum of Art	Photography Manager 3048	\$ 26.81
Division 06 - Carnegie Science Center	Planetarium Producer 6505	\$ 16.00
Division 03 - Carnegie Museum of Art	Preparator 3825	\$ 17.49
Division 03 - Carnegie Museum of Art	Preparator/Lighting Technician 3822	\$ 22.74
Division 03 - Carnegie Museum of Art	Preparator/Paper 3821	\$ 22.74
Division 04 - Carnegie Museum of Natural History	Print Service Manager 4080	\$ 22.52
Division 06 - Carnegie Science Center	Program Assistant II 6231	\$ 17.00
Division 04 - Carnegie Museum of Natural History	Program Coordinator 4046	\$ 19.00
Division 06 - Carnegie Science Center	Program Presenter I 6226	\$ 16.00
Division 06 - Carnegie Science Center	Program Presenter II 6227	\$ 17.00
Division 06 - Carnegie Science Center	Program Production Assistant 6511	\$ 17.00
Division 09 - Art Education Collaborative	Programs Coordinator 3046	\$ 19.86
Division 07 - Andy Warhol Museum	Project Cataloguer 7508	\$ 17.68
Division 04 - Carnegie Museum of Natural History	Project Coordinator - 4560	\$ 20.36

Division 01 - Advancement & Community Engagement	Prospect Researcher 1080	\$ 21.93
Division 11 - Chief Operating Officer	Receiving Associate 8162	\$ 16.00
Division 04 - Carnegie Museum of Natural History	Research Assistant 4426	\$ 16.00
Division 11 - Chief Operating Officer	Sales Associate - 2242	\$ 16.00
Division 06 - Carnegie Science Center	Science on the Road In-Person Program Coordinator 6056	\$ 18.00
Division 06 - Carnegie Science Center	Science on the Road Digital Program Coordinator 6058	\$ 18.00
Division 04 - Carnegie Museum of Natural History	Scientific Illustrator 4409	\$ 21.00
Division 04 - Carnegie Museum of Natural History	Scientific Preparator 4412	\$ 20.00
Division 04 - Carnegie Museum of Natural History	Scientific Preparator, IZ 4586	\$ 21.78
Division 01 - Advancement & Community Engagement	Senior Development Writer 1032	\$ 54.12
Division 01 - Advancement & Community Engagement	Senior Manager Institutional Partnerships 1084	\$ 29.10
Division 06 - Carnegie Science Center	Senior Manager, Marketing Public Relations & Social Media 6829	\$ 25.00
Division 01 - Advancement & Community Engagement	Senior Prospect Researcher 1082	\$ 21.79
Division 11 - Chief Operating Officer	Senior Sales Associate - 2241	\$ 18.00
Division 12 - Information Technology	Senior Technology Support Specialist 2217	\$ 26.12
Division 06 - Carnegie Science Center	Service & Operations Associate 6077	\$ 18.00
Division 11 - Chief Operating Officer	Spec Events Associate 2256	\$ 18.00
Division 11 - Chief Operating Officer	Special Events Assistant 2258	\$ 16.00
Division 11 - Chief Operating Officer	Special Events Assistant/Usher 2207	\$ 16.00
Division 11 - Chief Operating Officer	Special Events Sales & Events Manager Weddings/Social Events 8111	\$ 24.61
Division 11 - Chief Operating Officer	Special Events Sales & Events Manager Birthday Parties & Internal Events	\$ 20.51
Division 11 - Chief Operating Officer	Special Events Sales & Events Manager -Internal Events	\$ 20.51
Division 11 - Chief Operating Officer	Special Events Sales Manager 8163	\$ 22.50
Division 11 - Chief Operating Officer	Special Events Technician 6867	\$ 18.00
Division 06 - Carnegie Science Center	Staff Educator I 6216	\$ 16.00
Division 06 - Carnegie Science Center	STEM Competitions Coordinator 6054	\$ 18.00
Division 06 - Carnegie Science Center	STEM Education Coordinator 6074	\$ 18.00
Division 06 - Carnegie Science Center	Team & Community Engagement Presenter 6090	\$ 16.00
Division 06 - Carnegie Science Center	Team & Program Development Coordinator, Team & Community Engagement 6053	\$ 17.95
Division 06 - Carnegie Science Center	Technical Project Manager-STEM 6041	\$ 23.00
Division 12 - Information Technology	Technology Support Specialist 2218	\$ 21.58
Division 03 - Carnegie Museum of Art	Teenie Harris Community Archivist 3031	\$ 25.72
Division 07 - Andy Warhol Museum	Theater Technician 7342	\$ 20.77
Division 12 - Information Technology	User Security & Storage Administrator 2219	\$ 30.92
Division 03 - Carnegie Museum of Art	Visitor & Museum Services Gallery Associate 3029	\$ 16.00
Division 03 - Carnegie Museum of Art	Visitor & Museum Services Team Lead 2264	\$ 16.50
Division 03 - Carnegie Museum of Art	Visitor & Museum Services Volunteer Program Coordinator 2266	\$ 17.50
Division 07 - Andy Warhol Museum	Visitor Services Assistant Manager 7335	\$ 16.00
Division 03 - Carnegie Museum of Art	Visitor Services Associate 3866	\$ 16.00
Division 06 - Carnegie Science Center	Visitor Services Rangos Representative 6854	\$ 16.00
Division 06 - Carnegie Science Center	Visitor Services Representative 6722	\$ 16.00
Division 06 - Carnegie Science Center	Visitor Svcs Sr Rep 6878	\$ 17.00
Division 06 - Carnegie Science Center	Volunteer & Internship Program Assistant Coordinator 6072	\$ 17.00
Division 04 - Carnegie Museum of Natural History	Web Developer 4053	\$ 21.44
Division 12 - Information Technology	Web Developer 8103	\$ 34.65
Division 06 - Carnegie Science Center	Workforce & Community Readiness Program Coordinator 6069	\$ 18.00
Division 07 - Andy Warhol Museum	Youth Programs Coordinator 7033	\$ 17.77