

UNITED MUSEUM WORKERS



With Our Union

Without A Union

Inclusive Promotion and Advancement:

Museum staff will have a say in institutional promotional practices and can negotiate transparent advancement procedures based on experience, inclusion, reflection of the community we serve, and longevity of dedication to the museums.

No Upward Mobility:

Staff cannot count on an institutional commitment to professional development and equity, and there is no transparent procedure for employees to advance within the museums we love.

Equity For Our Expertise:

A museum workers' union will protect employees and encourage management to compensate us for the many kinds of work that we do. When we are given the opportunity to gain new experience and expertise at work, we will have the right to negotiate the terms of our added responsibilities.

Responsibilities Without Rights:

Our workloads are often increased without compensation, recognition, or job title changes. Many of us are taken advantage of when asked to take on additional risk and responsibility that isn't reflected in our job descriptions.

Collective Voice:

We will have a democratic say in institutional decisions about our pay, benefits, safety, and job security. We will meet with CMP leadership as equals to negotiate our shared working conditions.

Unilateral Decision-Making:

We are advised about the status and conditions of our employment belatedly, impersonally, and from the top down. Decisions about our day-to-day work functions are often made without our input or knowledge.

Health, Safety, and Community:

We will hold the museums accountable to inclusive accessibility standards, creating a truly welcoming environment for staff and visitors alike. Those of us who work onsite and interact with the public daily will have a voice in the health and safety protocols of all four museums.

Uncertainty and Isolation:

We are kept in the dark about workplace decisions that affect our physical health and wellbeing. Online communication channels between furloughed staff can be severed without notice. Our pay can be cut and we can be deemed essential or non-essential by the flip of a coin.

**Let's secure a seat at the table together and
bring our voice into the conversation now.**