

# HISPANIC MUSEUM & LIBRARY

## NEW YORK CITY (March 24, 2023):

The Hispanic Society Museum & Library has been striving to reach a fair contract for more than one year. While we have come to an agreement on most items, we are still working to come to a consensus regarding medical benefits.

On March 3, 2023, the Hispanic Society presented a last offer for a contract. The Hispanic Society has not received a written response or counter proposal from the Union. We learned from recent press that there is the possibility of a strike starting on Monday, March 27th.

The Hispanic Society's last offer to the union included a signing bonus of \$4,000, retroactive wage increases of 5%, guaranteed future wage increases, competitive health and retirement benefits including guaranteed contributions by the Society, as well as generous vacation time - up to 5 weeks based on seniority - and Paid Time Off (15 days).

In addition, the Hispanic Society agreed to guarantee minimum salaries for all union positions, ranging from a **minimum** salary of \$52,000 to a **minimum** salary of \$95,000, depending on the salary grade of the position, and on par with other museums in the city.

One of the last points we must come to an agreement on is health insurance. The Hispanic Society presented a proposal whereby employees would be asked to cover between 2.5% and 12.5% of the premium, based on income. The Union insists that the Society pay 100% of the costs of healthcare premiums and deductibles. This Union has contracts with other museums in the City where employees contribute towards the cost of medical coverage.

The Hispanic Society remains optimistic that an agreement will be reached in the near future, and we are committed to keeping an open line of communication with our devoted staff.