MASS MoCA

MASS MoCA United Auto Workers Negotiations Update

North Adams, March 6, 2024 – As of 8am EST, the United Auto Workers Union Local 2110 is on strike and the museum is remaining open in service to our community and to the artists who entrust it. Only Laurie Anderson To the Moon and Chalkroom VR experiences will be closed.

All on campus dining tenants — Casita, BIGG DADDY’S Philly Steakhouse, Tunnel City Coffee, Lickety Split and Bright Ideas Brewing — and other campus services are also open during their regular business hours.

November 2023 marked the one-year anniversary of MASS MoCA's 3-year contract with the UAW Union Local 2110 and we continue to carry forward both a spirit of optimism, and a commitment to bargaining as a mutual responsibility. Since wage negotiations re-opened on October 1, MASS MoCA has been bargaining in good faith, proposing wage adjustments for all employees.

On February 20, MASS MoCA brought its highest offer to date and in its wage history at the bargaining table — retroactive to January 1, 2024 — including a 3.5% across-the-board salary increase, select equity increases averaging over 5%, and a minimum hourly wage of $17.25. This minimum wage proposal is higher than any state-mandated minimum wage across the country, and is consistent with MASS MoCA’s prioritization of wage and equity increases that have resulted in a 39.6% growth since 2018.

“We are extremely disappointed that the United Auto Workers union has decided to reject our wage increase offer by taking action against MASS MoCA in the form of an indefinite strike,” said Director Kristy Edmunds. “What so many people make beautifully possible here — year in and year out — is the beating heart of why we exist as an arts organization. In the span of three years, we have implemented equity increases at every level, continued to stay ahead of the Commonwealth’s minimum wage, ensured no disruption in health and retirement benefits, and funded a variety of innovative employee support programs that include student loan, elder and child care offsets. At this post-pandemic juncture, we are building a future of financial resilience — including significant investments in our people — and cannot agree to contract terms that will diminish our ability to do so holistically.”

In addition to the negotiations on wages, MASS MoCA intends to continue to invest in employee benefits that apply to both full-time and part-time employees. These include but are not limited to renewals of our Blue Cross Blue Shield Health Insurance Plan, 401k retirement savings program, and flex-spending account for health care and child care expense reimbursements.
MASS MoCA also hopes to continue the additional MASS MoCA-designed benefits including:

- **The LemonAID fund** that allows employees to apply for an unexpected need or an extraordinary opportunity for up to $1,500 a year;
- **Compensation Enhancement** for Retirement, which gives eligible employees $5,000 in order to maximize their Social Security benefits in retirement;
- **Professional Reimbursement and Educational Leave** provides support of up to $250 to encourage professional development opportunities and educational leave, allowing regular full-time employee to be released from work without loss-of-straight-time-pay for 24 hours or 12 hours for part-time employees;
- **The Student Loan Assistance Program**, a discretionary payment program that provides an annual $650 lump sum to help reduce the principal amount of the Eligible Student Loan, as well as interest due;
- **Blue Cross Blue Shield Deductible Reimbursement** that covers up to 50% of the BCBS deductible or $750 a year in health care reimbursements.

### About MASS MoCA

In May 2024, MASS MoCA will celebrate its 25th Anniversary under its new Director, Kristy Edmunds, not only as a contemporary art museum and performing arts venue, but also as a creative campus with a regional, national and global impact.

MASS MoCA is one of the world’s liveliest centers for making and enjoying today’s most evocative art. With vast galleries and a stunning collection of indoor and outdoor performing arts venues, MASS MoCA is able to embrace all forms of art: music, sculpture, dance, film, painting, photography, theater, and new, boundary-crossing works of art that defy easy classification. From its beginnings as the major textile mill Arnold Print Works in the mid-19th century, to its days as the Sprague Electric Company in the mid-20th century, to its current iteration as a globally renowned contemporary art museum and fabrication center, the 16-acre MASS MoCA campus has a rich history of serving as the economic engine of the city of North Adams and the surrounding region. For more information about MASS MoCA, visit [www.massmoca.org](http://www.massmoca.org) or follow us on Instagram at @massmoca.

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