



Dear Museum of Science and Industry Community,

We, the proud employees of the Museum of Science and Industry (MSI), are inspired by the institution's rich 90-year legacy. Collectively, we provide world-class customer service, deliver engaging experiences, and create educational programming that supports the Museum's mission to inspire the inventive genius in everyone. Unfortunately, MSI's core values are not reflected in how they treat their employees. The internal culture at MSI leaves many staff members feeling devalued, unsupported, and unheard. We are a foundational part of the culture and environment of the Museum that every guest gets to enjoy when they walk through our doors. In order to continue providing high-quality experiences and create more inclusivity within the MSI community, we have come together to solidify our voice by forming our union with the American Federation of State, County, and Municipal Employees (AFSCME) Council 31 as the Museum of Science and Industry Workers United (MSIWU).

In an effort to address the internal inequities at MSI, MSIWU demands the following:

Pay equity: Substantial pay inequities exist both departmentally and Museum-wide. Despite MSI's non-profit status, upper management at the Museum benefit from a structure of corporate greed while many staff members continue to struggle with food insecurity and housing instability due to earnings that pale in comparison. MSI must close the pay gap by raising the floor for everyone!

Improved professional development protocols: MSI is an educational institution, yet the Museum does not provide adequate resources to staff for professional development or educational opportunities for growth or lateral advancement. This inevitably leads to a cycle of high turnover rates, understaffing, and the remaining staff being stretched thin. Opportunities for interdepartmental collaboration have been severely limited, which contributes to a culture of disposability and leaves staff concerns unheard. Refocusing on cross and intra departmental collaboration would best demonstrate the culture and initiatives that MSI reflects within the community.

Zero tolerance for unfair/discriminatory treatment: MSI staff members are consistently placed in situations in which we are discriminated against both externally and within the culture of the institution. We stand for a culture that is free of racist, ageist, ableist, transphobic, and preferential treatment of MSI workers, supported by genuine and demonstrable change.

Implementation of improved health and safety protocols: Current health and safety guidelines do not adequately protect staff or guests, leading to preventable injury, illness, and dangerous situations. We demand an overhaul of MSI's safety policies, including but not limited to, increased training, support, and paid leave.

The Museum operates like a machine with many moving parts, and it cannot thrive if we are unable to stand in solidarity with one another. No more blanket inclusivity statements without genuine demonstrable change. No longer will we tolerate facing the brunt of these issues, and being met with apathy instead of improvements. We deserve a workplace culture that embodies the value of workers! We encourage MSI leaders to honor our decisions and legal right to organize our union, rather than wasting funds and time on union busting tactics. Finally, we encourage all other MSI staff to join this conversation, make your voices heard, and become truly empowered at MSI. MSIWU is *our* union, and together we can win!

In Solidarity,
Museum of Science and Industry Workers United (MSIWU)

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Scan this code to stand with us and sign your union membership card today!