Statement Regarding First Union Agreement

Philly Cultural Workers United (American Federation of State, County and Municipal Employees, District Council 47, Local 397, AFL-CIO) and the Independence Seaport Museum (ISM) are pleased to announce a first contract for ISM's staff union after fourteen (14) months of negotiation. The 3-year contract, effective immediately, includes:

- Transparent pay system + longevity pay to reward years of service.
- Immediate raises averaging 8.55% and guaranteed annual raises in 2028 + 2029.
- Secured health and retirement benefits for eligible staff.
- Paid time off expanded to part-time employees.
- Paid parental leave.

Union members and the museum's Board of Port Wardens strongly approved the collective bargaining agreement.

"We are glad to have worked so collegially with AFSCME DC 47 Local 397 in the development of this agreement, which benefits our employees for the next three years," says Peter Seibert, President & CEO of the Independence Seaport Museum.

"The Independence Seaport Museum is a testament to the long history of labor and union power at Philadelphia's ports. We are excited the museum itself is now part of that history and look forward to continuing our work with ISM to support the workers behind this Philadelphia landmark," says Halcyone Schiller, President of Philly Cultural Workers United-AFSCME DC47 Local 397.

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