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## **The New Children's Museum Management and Workers Union Reach Collective Bargaining Agreement**

*Three-year agreement reflects progressive new era for downtown museum serving San Diego families*

**SAN DIEGO – January 19, 2024** – The New Children's Museum announced today that its workers and management team have signed a new three-year collective bargaining agreement (CBA), effective January 1, 2024. When their previous contract was ratified in 2021, The New Children's Museum was the first museum in San Diego to unionize. The new CBA was approved by union members by a 100 percent yes vote.

Both Museum management and staff praised the agreement for achieving increased wages across the board (immediately and over the next two years), more opportunities for full-time positions, better job scaffolding, increased sick time, floating holidays, new and flexible uniforms, greater part-time scheduling flexibility, and other benefits to encourage employee promotion and retention.

"We are so grateful for the hard work and spirit of collaboration and camaraderie that went into making this agreement possible," said Elizabeth Yang-Hellewell, Chief Executive Officer of The New Children's Museum. "We are excited for the next chapter at The New Children's Museum, and we are proud to be able to invest in our people, who are so critical to our mission. We look forward to moving forward together and making an even bigger impact as a beloved community resource for all San Diego families."

"What we accomplished in this contract is proof that unions work and are vital in arts nonprofit spaces," said Eddie Johnson, Union Committee Member and Senior Teaching Artist at the Museum. "It was an honor to represent my coworkers at the bargaining table, and I am so proud of our entire unit for standing together and supporting each other during this process. I am looking forward to celebrating what we won for our members, as well as continued stronger communication between us and the Museum."

“In this contract, we were able to collectively invest in higher wages, improve working conditions and new opportunities for career advancement for frontline workers at the New Children’s Museum,” Nate Fairman, Business Manager IBEW 465, which represents The New Children’s Museum staff. “This was done through partnership and collaboration as we acknowledge the essential part the Museum plays in the lives of so many. We are so proud of the workers and appreciative of the Museum executive leaders who worked so hard to make this agreement possible.”

Images are available for download in the NCM [Press Room](#).

### **About The New Children's Museum**

The New Children’s Museum’s mission is to spark creativity, exploration and a sense of belonging through interactive art experiences. Located downtown, the Museum collaborates with contemporary artists to design and create art installations and educational programs for children. The Museum brings families together in a rich educational environment that fosters creativity — blending the best elements of children’s museums, contemporary art museums and community resources. In 2023, the Museum celebrated 40 years serving San Diego and 15 years as The New Children’s Museum in its downtown location, welcoming almost 300,000 visitors through its doors. To learn more, visit [thinkplaycreate.org](http://thinkplaycreate.org) or follow the Museum on [Facebook](#) or [Instagram](#).

### **About IBEW 465**

Founded in 1904, IBEW Local 465 is a Labor Union who strives for dignity in the workplace for all of our members by collectively bargaining for better wages, benefits and working conditions. We endeavor to organize all un-represented workers so that they may enjoy the benefits and protections of a Union contract. We proudly represent 2,800 workers in San Diego and Imperial Counties at the following properties: San Diego Gas & Electric, Imperial Irrigation District, Metropolitan Transit System, San Diego Trolley, Davey Tree, Utility Tree Services, VM Services and The New Children’s Museum. More information can be found on [www.ibew465.org](http://www.ibew465.org).

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