

FOR IMMEDIATE RELEASE
March 30, 2026

MEDIA CONTACT:

Manuel Venegas, MCA

mvenegas@mcachicago.org

Anders Lindall, AFSCME

alindall@afscme31.org

Museum of Contemporary Art Chicago workers ratify first union contract

Employees at the Museum of Contemporary Art (MCA) Chicago have ratified their first union contract.

Members of Museum of Contemporary Art Workers United/AFSCME, decisively approved the agreement on March 26 with 98% of votes cast in support of ratification. AFSCME-represented employees include 72 staff members across the museum's artistic and operations divisions.

"The MCA deeply values its employees and is pleased to have reached an agreement that reflects our shared commitment to the people who make the MCA an inspiring place to work and experience contemporary art," said Madeleine Grynsztejn, Pritzker Director, Museum of Contemporary Art Chicago. "This agreement supports our staff, strengthens our workplace, and helps position us for the future. We are grateful to everyone who contributed to this process, ensuring our internal culture remains as innovative and creative as the artists we champion."

"Chicago's cultural workers are proving that when workers come together, they can win better wages, stronger protections and a voice on the job," said AFSCME Council 31 Executive Director Roberta Lynch. "With the ratification of their union contract, Museum of Contemporary Art employees have won an agreement that reflects their dedication, rewards their hard work, and gives them a real seat at the table."

The four-year agreement raises wages by 12% across the board, with a 3% increase retroactive to July 1, 2025. All bargaining-unit members will receive a ratification bonus, and employees designated as translators will receive bilingual pay.

Other provisions in the contract include:

- Four weeks of paid parental leave upon the birth or adoption of a child;
- An improved retirement plan;
- The maintenance of current health insurance cost-sharing ratios, ensuring health insurance will remain affordable; and
- The establishment of a grievance and arbitration process that will ensure workplace issues are solved fairly and equitably.

Employees first announced their intention to form their union in February 2024. MCA management voluntarily recognized the union a month later. Contract negotiations began in September 2024 and resulted in a tentative agreement on March 18 this year.

ABOUT THE MUSEUM OF CONTEMPORARY ART CHICAGO

The Museum of Contemporary Art Chicago is a nonprofit, tax-exempt organization accredited by

the American Alliance of Museums. The MCA interweaves exhibitions, performances, collections, and educational programs while providing a place for audiences to contemplate and discuss contemporary art in pursuit of a creative and diverse future. The MCA believes in the values of inclusion, diversity, equity, and accessibility (IDEA) as a platform to enact structural change. The museum is generously supported by its Board of Trustees; individual and corporate members; private and corporate foundations, including the John D. and Catherine T. MacArthur Foundation; and government agencies. The MCA is a proud member of Museums in the Park and receives major support from the Chicago Park District.

[The MCA is located at 220 E. Chicago Avenue](#) is open 10 am to 5 pm Wednesday to Sunday and Tuesdays from 10 am to 9 pm. Tuesday evenings (5-9 pm) are free for Illinois residents. The museum is closed on Mondays. Admission is free for all youth 18 and under, members of the military and veterans, and MCA members. Free admission for anyone 18 and under is generously provided by the Lefkowsky Free 18 & Under Fund. Find more information about MCA's exhibitions, programs, and special events at mcachicago.org or [312.280.2660](tel:312.280.2660).



facebook.com/mcachicago

IG: [@mcachicago](https://instagram.com/mcachicago)