

Dear Colleagues,

We believe in, and work every day towards, the mission of The Chicago Academy of Sciences / Peggy Notebaert Nature Museum - to inspire positive relationships between people and nature. We also believe in the values outlined in our Values and Responsibilities Statement, including the importance of a workplace culture that “is rooted in equity, diversity, and inclusion,” that “recognizes and encourages opportunities for personal and professional growth for staff,” and that strives to “uphold professional, legal, and ethical standards in our operations and activities.” The Chicago Academy of Sciences / Peggy Notebaert Nature Museum must support and sustain the talented community of staff that make our mission possible. We, the undersigned, believe in and are rooting for CAS/PNNM to do all of these things, and do them well! This is why we have decided to form our union Chicago Academy of Sciences Workers United (CASWU) with AFSCME Council 31.

All employees deserve...

- A voice in the decisions that affect us
- Better wages and benefits
- Transparency around compensation and advancement
- Safe working conditions

We urge senior leadership to honor our legal right to organize a union without facing intimidation or coercion. We ask that senior leadership not waste resources on distributing anti-union propaganda, hiring anti-union lawyers, or holding mandatory anti-union meetings. We ask that senior leadership abide by the values that they set forth in our Values and Responsibilities statement.

If you haven't heard from us yet, we would love to connect with you. As we have written in our Diversity Charter: “Just as ecosystems that are biologically diverse show greater productivity, resilience, and ecological integrity, the Nature Museum, 'and its union,' embraces and encourages diversity at all levels.” Whether you have been a part of the Nature Museum team for 1 day or 30 years, we need everyone's voices to be part of the conversation. We are the union. By placing our trust within one another, and sharing power, we ensure that the future of The Chicago Academy of Sciences / Peggy Notebaert Nature Museum is one built for the equity, advancement, and retention of its workers. As we state in our Values and Responsibilities Statement, “our work does not move forward just by one person but through teamwork. The success of the Nature Museum can only be built on the foundation of a collaborative, inclusive, and transparent organization.”

Elena Webster
Guest Experience & Engagement Coordinator

Azul Nogueron
Registration Specialist

Ashley Hosmer
Asst. Manager of Living Collections

Allen Lawrance
Associate Curator of Entomology

Anabel Hirano
Volunteer & Intern Coordinator

Amy Morton
Teacher Programs Manager

Aaron Smith
Education Programs Specialist

Abigail Romo
Education Programs & Bilingual Spanish Specialist

JessyRose Williams
Exhibit Fabricator/Technician

Kerry Christenson
Education Programs Specialist & Camp Director

Marjorie Hoffman
Interpretive Programs Coordinator

Megan Casady
Guest Ambassador Coordinator

Melissa Siska
Student Programs Manager

Rebecca Brokaw
Education Programs Specialist & Camp Director

Tricia Buckey
Guest Experience Associate

Dave Bild
Youth Programs Manager

Madeline Kleeman
Collections Technician

Marissa Cowell
Education Programs Speicalist

Marwah Saleh
Education Programs SPEicalist



We encourage you to sign a union card and join us!

Please reach out to organizer Katie Dozier (317) 869-6699/ kdozier@afscme31.org with any questions