

Examining Pending Layoffs at The Brooklyn Museum

Testimony of Ellen Nigro, Assistant Paintings Conservator, Brooklyn Museum

Hello, thank you for having me here today. My name is Ellen Nigro and I am the Assistant Paintings Conservator at the Brooklyn Museum, a member of the UAW Local 2110, and a resident of Brooklyn. I have worked in the Museum's Conservation Department for over 5 years, and the Brooklyn Museum plans to lay me off.

As one of two paintings conservators at the Museum, I am charged with the preservation and restoration of the Museum's painting collection of over 6,000 works. I clean works of art and repair them if they're damaged, and create policies and enact preventive measures to ensure the physical longevity of the collection. My job - and the jobs of all the conservators at the Museum - is critical to ensuring that this 200-year-old institution's collection lasts for 200 more years. The Conservation Department is over 90 years old, and I am proud to be in the long line of conservators who care for this precious resource.

Conservators are a key part of an ecosystem of core museum workers that directly care for the art. We collaborate with curators, registrars, art handlers, exhibition designers, and collections managers to ensure the artworks are stored, exhibited, loaned, documented, and moved as safely as possible. Conservators have highly specialized knowledge in art materials, chemistry, and art history. We also have the fine craft skills to execute detailed treatments on priceless artworks. This knowledge and skill is acquired through years of formal education and hands-on training. In my case, I have a Bachelor of Arts in Art Conservation and Art History, and a 3-year Master's of Science in Art Conservation with a specialization in paintings. My advanced hands-on training was completed during a Fulbright year in The Netherlands, a post-Master's Fellowship at the University of Cambridge in the UK, and a Fellowship at the Brooklyn Museum.

The Museum cannot afford to cut its core museum workers, whose expertise, institutional knowledge, and established rapport allows the collection to be cared for and exhibited in the most efficient and effective manner. I am building my career here, starting first as a Fellow in 2019, and then moving into the Assistant Conservator role in 2021, where I hoped to grow my career well beyond 2025. My skills and knowledge - and that of my colleagues - are a precious and growing resource that would be lost in layoffs.

I choose to work at the Brooklyn Museum because of its commitment to being a community resource and a space for all. I take pride in the fact that I get to serve the community in which I live. But what I do not take pride in is the management's poor decision-making, lip service to workers, and blatant disregard for two union contracts. Management's choice to lay me and my colleagues off is in direct opposition to its commitment to the Brooklyn community. Not only would it be harder for the Museum to make art accessible with fewer workers, layoffs would also strip away the livelihoods of people in the very community that the Museum is supposedly dedicated to.

For all these reasons, I am here to call on the City Council to insist the Brooklyn Museum immediately halt the layoffs and bargain with the UAW and DC37 in good faith. Thank you for your time.

● BROOKLYN MUSEUM ●

February 28, 2025

Hon. Carmen De La Rosa, Chair
Committee on Civil Service and Labor
New York City Council
250 Broadway, Suite 1880
New York, NY 10007

Dear Chair De La Rosa,

We appreciate the Committee's concerns regarding funding for our City's cultural organizations. Though we were not officially invited to participate in this hearing, we want to express our willingness to attend a hearing at a later date if given the opportunity to speak along with our peers and the DCLA regarding the financial issues facing all our City's cultural institutions and the urgent need to increase baseline funding for the Cultural Institutions Group.

As our representatives discussed with you and your staff, since our good faith negotiations with our unions are active and ongoing, we do not believe the collective bargaining process should play out in press conferences and public hearings, but continue without undue interference. That said, I want to address several key points and offer important clarifications with regards to the Brooklyn Museum's planned layoffs.

First, the Brooklyn Museum does not want to eliminate positions or reduce staff. We deeply value our team and have increased wages by over \$17 million over the past ten years. We have pulled the full range of financial levers available to us to forestall this action as long as possible and minimize the number of positions affected, which I detail below. However, we, like many other cultural organizations in our City and across the nation, are facing tremendous financial challenges. As difficult as it is, we have to confront those challenges now so that we can preserve our ability to serve our community and mission.

A serious financial challenge we face is the City's failure to keep pace with funding for our DC37 salaries, requiring the Museum to cover a much larger share of year over year increases negotiated by the City. Today, the City funds roughly 50% of DC37 salaries and benefits. Along with our Cultural Institution Group colleagues, the Brooklyn Museum has pleaded to you and your colleagues to raise baseline funding which today is about the same amount it was in 2015 – yet inflation has risen over 30%, with devastating and entirely predictable consequences to our operating model.

In addition to stagnant City support, our operating budget cannot keep up with rapidly growing expenses, which include increasing costs for infrastructure repairs in our nearly 150-year old building owned by the City, while maintaining our commitment to remain open and free to everyone as one of the last cultural institutions in New York City with a pay-what-you-wish admission model.

As members of this Committee may recall, last year we joined our colleagues and City Council members in a rally to appeal to the Mayor's office to reinstate funding to cultural institutions after two rounds of PEG cuts on a budget that was already allocated for the year. Year after year this scramble happens to protect our allocated funding and appeal for increased baseline support. This process is both time consuming and costly, and yet it has not resulted in material improvements. Instead, City funding falls further and further behind.

Much has also been said recently about investments the Museum has made in the past two years. It is true that as we looked at our financial challenges, we made core investments to stimulate visitation and support. This included a new and improved dining space (paid for by a state grant), and advancements in our technology, data insights, and business infrastructure to better attract and retain visitors. *All* of these actions were done to grow revenue. You cannot solely cut your way out of budgetary gaps; you also have to make key investments in growth. And while we see increases in contributed revenue year after year, as well as modest growth in average admission contributions, income isn't keeping pace with expenses, many of which are out of our control.

So, we are also realigning our strategies for exhibitions and programming, and cutting costs everywhere we can without losing sight of our mission. We took all of these actions to rightsize the museum before turning to layoffs. But the fact remains that wages comprise our largest operational line item—approximately 70% of our operating budget. To help realign our finances, it is unavoidable that we must implement an approximate 10% reduction in force. Alongside this reduction, the leadership team—myself included—will be taking salary cuts of 10-20%. I also want to assure you we did this with great care to ensure our mission and program – so valuable to the communities we serve in our City – are kept intact.

Finally, it has been said we did not honor our union agreements. That is simply false. In accordance with those agreements, which stipulate a 30-day bargaining period *after* notification of layoffs, the Brooklyn Museum has been dutifully engaged in good faith negotiations. And we will continue to bargain in accordance with our contracts.

These are difficult times forcing excruciating decisions, but we have a fiscal responsibility to make them. It costs real dollars and cents to run the museum and we have to operate within our funding. And while nothing can change the challenge of losing members of our team, we can say that the steps we are taking now are part of a strategy to help us counteract some of our serious financial challenges while continuing to serve our mission and support our communities. I will further note that these cuts don't address the totality of the budgetary gap the Museum faces. Without further increases in baseline funding this will not be the last major action we will need to take to address the sustainability of our operating model.

I look forward to the opportunity to engage in further discussion with you about the importance of funding with other CIGs so we can forestall additional cuts to New York City's critical cultural infrastructure.

A handwritten signature in black ink, appearing to read "Anne Pasternak". The signature is fluid and cursive, with a large initial "A" and "P".

Anne Pasternak
Shelby White and Leon Levy Director
Brooklyn Museum

CC: Members of the Committee on Civil Service and Labor
Speaker Adrienne Adams
Council Member Justin Brannan, Chair, Committee on Finance
Council Member Carlina Rivera, Chair, Committee on Cultural Affairs
Council Member Crystal Hudson
Commissioner Laurie Cumbo

**Testimony of Henry Garrido, Executive Director
District Council 37
Before the City Council Civil Service & Labor Committee
February 28, 2025**

Good morning. My name is Henry Garrido. I am the Executive Director of District Council 37, New York City's largest municipal union, with over 132,000 members. I come before you today to express my alarm and outrage at the layoffs our members and other workers at the Brooklyn Museum are facing, scheduled for Sunday, March 9th. Just nine days from now.

We are proud to represent our members who do the absolutely essential work of running one of New York City's cultural jewels. Our members execute the Museum's wonderful public and community programs. They clean and maintain the exhibition spaces. They curate and install the Museum's invaluable art and cultural artifacts. And they keep this treasure and the public safe. With salaries as low as \$30,000 a year, our members love the work they do because they love the Museum, even as they struggle to make ends meet.

On Wednesday, February 5th, the Brooklyn Museum informed DC37 that on February 7th, two days later, the Museum would announce its mass layoff. We learned that 19 of our members would be given a 30-day notice that they would be losing their jobs by March 9th. Together with 21 members of UAW Local 2110 and a handful of managers, the Museum made the decision to lay off 47 people in total. We demanded to meet.

While union members were being summoned one-by-one to receive their news from Human Resources, down the hall we were pleading with the Museum's outside counsel to pause the layoff conversations and give us time to determine what was happening and why.

The Museum's counsel told us that the Museum lost more than 11 Million Dollars in Fiscal Year 24, and they were on track to lose another 10 Million Dollars in Fiscal Year 25. They claimed they had no choice but to implement layoffs.

To add insult to injury, the Museum asked the Union to give back protections guaranteed by the union contract. They wanted the Union to reduce the time the Museum was required to recall laid off staff. And they informed us that they would be ignoring seniority in numerous cases. Union members who worked tirelessly for the Museum for more than 20 years will lose their jobs, if the Museum has its way.

We asked: Why did the Museum wait nearly two years to inform the Union that their fiscal crisis was at the point where our members would lose jobs? Why didn't the Museum engage DC37 to find ways to save money from the beginning? Why didn't the Museum ask the Union to help them to raise money? Why didn't the Museum work with the Union to come up with alternatives to layoffs? In years past, the Museum did come to the Union early.

In 2016, the Brooklyn Museum did the right thing in working with DC37 as a partner in the face of potential layoffs. They reached out to DC37 as the Museum's crisis began to unfold, rather than wait until they had no choices left. In 2016, the Museum agreed to a reasonable severance package for employees who voluntarily left their jobs. Everyone who worked at the Museum, including the Director and her managers, were made to take an unpaid furlough week. And members were offered additional opportunities to take weeks of voluntary furloughs. This furlough and severance program was done over an 8-month period. Our members had time to carefully plan, to cut personal expenses, and to postpone purchases, so that they could weather the furlough. In other words, the Museum's lowest paid staff members kept their heads and made it through in 2016, while the Museum's overpaid management panics in 2025.

This time, in 2025, the Museum is playing games. The Museum pathetically told us that they waited until the last moment to avoid panic and chaos. Yet, after our members were told they were losing their jobs, no one panicked. They got angry, but they kept their heads. It was the Museum that created the chaos. Shamefully, even as the Museum lost millions of dollars month after month after month, they continued to hire people they were planning to lay off. While they froze Union titles, they continued to promote and hire managerial staff.

Last week, we asked the Museum to cost out how much would be saved if everyone in the museum, including the Director, took a one-week unpaid furlough. On Monday they told us that they refused to even consider that scenario and they refused to make the calculations.

Here is what we know. The annual compensation of the Director of the Brooklyn Museum, north of 1 Million Dollars, exceeds the combined salary of all 19 of our members losing their jobs. This is also just one executive. If everyone at the Museum who made above a quarter of a Million Dollars a year took one week's unpaid furlough, we could save jobs. The Museum's lack of consideration for the Union's reasonable furlough proposal is shameful given that they are placing the burden of this financial deficit on the backs of our members. We could save jobs and postpone layoffs long enough to make a sensible and humane plan.

The Union is not interested in entertaining layoffs and sacrificing the livelihoods of our members to compensate for the Museum's irresponsible spending and operating decisions. I urge the City Council to do what it can to uplift the voices of its constituents and push the Museum to stop these layoffs and to work with DC 37 to address the Brooklyn Museum's mismanaged fiscal crisis.

Elizabeth St. George, Unit Chair, Brooklyn Museum, Local 2110, UAW
Before the City Council Committee on Civil Service & Labor
February 29, 2025

Good morning everyone. First, I would like to thank Chair de la Rosa and fellow committee members for the opportunity to appear before this group this morning. My name is Elizabeth St. George. I am a resident of Sunset Park, Brooklyn and serve as Unit Chair of the Brooklyn Museum's Local 2110, UAW shop, representing 151 members. I have worked at the Brooklyn Museum as an Assistant Curator of Decorative Arts and Design, since January 2020, however, my position is now being selected for termination due to staff layoffs.

As a curator at the Museum, I oversee about 30,000 objects, research and publish scholarship about the collection, and conceive, coordinate, and install temporary exhibitions and permanent displays. The training for this type of job is extensive, requiring advanced degrees and a multitude of work experience. This is vital work that not only supports the physical care and safety of artwork, but makes historical research and knowledge broadly available through our website and gallery didactics. Also, through tours and other teaching opportunities, I guide school groups and visitors of all ages through the Museum and share stories about objects, the collection, and Brooklyn history that serve as a significant source of public education for our community. This aspect of public service, educating and building relationships with visitors, is probably the part of my role I am most passionate about. With its cost and staff reductions, including my position and others, the Museum plans to cut 40% of its education and public programs, reducing its ability to serve and engage with the local community.

With 22 years of experience in the museum field, I wanted to work at the Brooklyn Museum because of its mission that proclaims, "To bring people together through art and experiences that inspire celebration, compassion, courage, and the will to act. To be the place where art is a powerful force for personal transformation and social change." In recent weeks, I have been outraged that this institution for "social change" has rejected humane labor values and rights, not honoring its contracts with its labor unions and creating an environment of disastrously low morale. Indeed, the Museum has not shown compassion nor courage. Its staff have been left wondering how good faith in the Museum's mission can be restored or achieved by eliminating nearly 50 essential positions. Local community members I have spoken to who rely on the Museum's facilities and programs are equally concerned about these staff reductions and how these actions will affect access to the Museum's world-renown collections, and its role as a public forum and space.

Today, I request that the City Council bridge the funding gap, about \$3.5 million dollars, to stop the layoffs at the Brooklyn Museum and contact the director, Anne Pasternak, to halt these layoffs. I additionally ask that the Controller audit the Museum's finances to understand how the deficit came about.

Thank you.

**June Lei, Secretary of Local 1502, DC 37
Brooklyn Museum Workers
Before the City Council Committee on Civil Service & Labor
February 28, 2025**

Good morning. First, I wanted to give my thanks to Chair de la Rosa and fellow committee members. Thank you so much for your service, for exemplifying clear and true leadership for the people of New York City. It is no small feat. My name is June Lei and I am a born and raised New Yorker, a full time public programs producer at the Brooklyn Museum and, for the past three years, the Secretary of our DC 37 Local 1502. I speak to you today as an elected representative of nearly 200 cultural workers across Brooklyn.

I started working at the Brooklyn Museum as an intern in 2015, and have spent a decade believing in the mission of a democratic arts institution that brings culture, learning, joy, and jobs to the borough of Brooklyn. Three weeks ago, when management abruptly laid off non-union workers and announced a plan to layoff union workers in violation of our contract, myself and my colleagues were shocked and saddened, for the place we love had eschewed its longtime values for a doge-esque consolidation of power. Last year, the Museum told us our financial deficit was “strategic”. Today it is balancing its budget on the backs of workers, who lose their benefits, salaries, pensions, and their union membership. I thought our civic institutions were supposed to support democracy, not repress it.

As we know from Comptroller Reports, the Creative Economy of the city generates one hundred and ten billion dollars of economic activity. Despite this, cultural workers are underpaid, our skills exploited, and devalued because art work is seen as “passion projects” before it's seen as work. At the Brooklyn Museum, we are already understaffed, with workers clocking in significant overtime during evenings and weekends, risking injury to themselves as well as works of art, just to get the shows up on time and make the magic happen. The museum's decision to conduct layoffs when we already function with such a lean staff shows an egregious error in judgement that will have lasting consequences for the future of the museum, its historic collection, and the cultural economy of our city.

I just wanted to note that no one from museum management is here today. The museum should be here to ask the city for funding. But they are not here. They are the ones that created this fiscal crisis— not the city, not the workers. The museum has not given the union precise information but based off of the data we have, the museum needs \$3 to 4 million dollars to avert the layoffs. We are requesting management at the Museum to completely halt the layoffs of our union workers. Further, we ask for the Comptroller's office to conduct an audit to understand how the museum's mismanagement led to the point of a \$10 million dollar deficit and layoffs. Lastly, I ask the City Council and members of the public to urge the museum to follow our union contract and contribute to furthering democracy, not injuring it. Council members of the committee, thank you for your time.

EXAMINING PENDING LAYOFFS AT THE BROOKLYN MUSEUM Testimony of Maida Rosenstein, UAW Local 2110 -February 28, 2025

My name is Maida Rosenstein and I am the Director of Organizing for Local 2110 of the UAW, a technical, office and professional union. I have been an officer and member of Local 2110 for 40+ years. I was responsible for the organizing campaign and the first contract negotiations for Local 2110's bargaining unit at the Brooklyn Museum.

Local 2110 represents thousands of museum and education workers in New York City including 170 staff at the Brooklyn Museum. Our international union, the UAW, represents over 25,000 workers in New York City.

Who We Are:

UAW Local 2110 represents approximately 170 full and part time staff at the Brooklyn Museum. Workers unionized during the pandemic and settled their first contract last year. The unit includes curators, conservators, archivists, graphic designers, exhibition staff, editors, educators, "front of house" staff in visitor services and retail, and staff in development and marketing. Our members work alongside staff who are represented by DC37 AFSCME.

What has happened:

- On Friday, February 7, the Brooklyn Museum announced with no warning that they planned a mass layoff of nearly 50 staff to be effective March 10, claiming a deficit. The overwhelming number of these positions are union positions. At least 21 Local 2110 represented employees are scheduled for layoff and the Museum plans to reduce other employees from full-time to part time. The Museum is also cutting hours for hourly staff and for Museum Educators.
- These proposed layoffs are devastating to our members. Many of the employees targeted for layoff are longer term, career-based employees. One of the people on the list has over 20 years of service. Others — curators and conservators— have years of valuable education and experience that will be thrown out. The layoffs will also leave the Museum — already skimpily staffed — outright understaffed, creating burdensome workloads for those remaining.
- The proposed layoffs will also be devastating to the Museum. The Museum has a world class, encyclopedic collection that will be harmed by the reduction of collections care staff. Many of the UAW 2110 employees scheduled for layoff include those with core positions in collections management such as curators, conservators, and exhibition-related staff. The Museum is already understaffed in these areas and the loss of these skilled professionals endangers the collection.
- The proposed layoffs will be devastating to the city and the community. The Brooklyn Museum and its collections are a treasure for New York City and the Borough of Brooklyn. The Museum plans to cut 40% of its educational programs and reduce the number of yearly exhibitions. Laying off tax-paying city residents and cutting the art and culture of New York City is indisputably bad for our city and its residents. Art and culture

is a critical part of our economy. Letting one of our major museums flounder should not be an option.

- The Museum has not engaged in good faith bargaining with the unions. Instead of coming to us in advance to discuss the deficit and means of reducing it, the Museum announced a “done deal” on February 7.
- The Museum has not abided by seniority, including slating long term employees for layoff. In many instances, the Museum plans to transfer union work to managers, independent contractors and consultants in violation of the union contract and the law.
- The Museum targeted employees for union activity, including selecting the Union Chairperson for layoff and others who engaged in union activity. The Union has been forced to file grievances and unfair labor practice charges against the Museum; This will cost all the parties more money in legal fees.
- The Museum’s deficit is the result of its own fiscal mismanagement. The Museum spent millions of dollars on consultants in “rebranding,” hiring many outside consultants, and creating very high paid management positions. The Museum also spent hundreds of thousands of dollars in legal fees to prevent positions from being included in our union. It is notable that the Museum’s top-level “cabinet” positions have been a revolving door over the last few years.
- While implementing a plan to lay off 50 workers and reduce the hours of other workers, the Museum has promoted several managers and plans to hire several highly paid management positions between now and March 2026.
- Our Union has expressed a willingness to work with the Museum on the deficit, offering alternatives such as furloughs and voluntary exit packages to avert the layoffs but the Museum has rejected these out of hand.
- Not only has the Museum failed to proactively work in good faith with both Local 2110 UAW and DC37 AFSCME, the Museum should have proactively brought the City Council into this instead of just announcing a done deal on layoffs.

How the City Council can help:

- **We are asking the City Council to bridge the funding gap - approximately three and a half million dollars — to stave off union layoffs and to ask Museum Director Anne Pasternak (718.501.6200, anne.pasternak@brooklynmuseum.org) to halt these layoffs.**
- **We also ask the Controller to audit the Museum’s finances to understand how the deficit came about**

For more information:

Maida Rosenstein, Director of Organizing, UAW Local 2110, maidarosenstein@2110uaw.org, 917.495.8492

From: [Jennie Tang](#)
To: [Testimony](#)
Subject: [EXTERNAL] File T2025-3186: Testimonial Letter to the New York City Council Committee on Civil Service and Labor, Hon. Carmen de la Rosa, Chair
Date: Friday, February 28, 2025 4:53:58 PM

Testimonial Letter to the New York City Council Committee on Civil Service and Labor,
Hon. Carmen de la Rosa, Chair

Friday, 28 February, 2025

Thank you to Chair Carmen de la Rosa and the City Council for your time and support of Brooklyn Museum staff facing pending layoffs in early March. My name is Jennie Tang, and I am one of the affected employees. I began working at the Museum in early 2023 as Executive Assistant to the Deputy Director for Art and Director of Curatorials, and I am currently Special Exhibition Administrator, represented by UAW Local 2110.

The Brooklyn Museum recently celebrated its 200th Anniversary, launching an ambitious program of exhibitions throughout this year—including *The Brooklyn Artists Exhibition*, for which I spearheaded curatorial content and project management. Since the assigned project manager and registrars for the project were out of office for weeks at a time due to medical leave and out-of-state Museum business during the ten months we had to implement the exhibition, I was often the only team member available to “hold down the fort,” so to speak, in coordinating with well over 215 artists via individual email outreach.

While working on this exhibition, I had projects unassigned from me, with the cancellation of one of the anniversary year program’s major “tentpole” exhibitions, and by being removed from email threads and meetings on another project I had been working on without communication from my supervisor, the Deputy Director for Art. In October, I was asked about the status of my job search, specifically interviews, which led me to believe that Museum leadership intended for my contract to end much earlier than my full term (my position is contracted through June 9, 2025). On February 7, 2025, I received an email from Human Resources—evidently a mass email I had been bcc’ed on that was sent to the 46 other affected employees—with “an update to share on [my] employment status.” I was later verbally informed of the Museum’s decision to eliminate my position and that I would be notified by HR “on or before March 10” as to the final status of my position. (In a later email that same day, Anne Pasternak, Shelby White and Leon Levy Director of the

Brooklyn Museum, sent an all-staff email which instead included the date March 9 as the deadline). I have otherwise not received written notice of any kind from the Museum. Following this, I continued to receive artists to pick up their loaned works; a number of who asked me directly about the layoffs, which led to many awkward, uncomfortable, and frankly humiliating interactions, especially given I was the primary point-person for the majority of these artists, and we had still another week of pick-ups to go.

The Brooklyn Artists Exhibition received overwhelmingly and widespread positive feedback from artists, community members, and general visitors; yet, the Museum intended to let me go prior to the project being fully completed. The 200th Anniversary was a major lift from every single employee at the Museum. Given that the organizing principle determined by senior leadership for the anniversary year was “We aren’t fundraising *for* the 200th. We are using the 200th to *fundraise*” (Museum’s italics), it is exceptionally disheartening that staff are now paying the price for leadership’s apparently unsuccessful gamble and lack of proactivity in budgeting and program planning.

Working on *The Brooklyn Artists Exhibition* showed me how much love the community has for this institution, which is not only home to a world-class, encyclopedic collection but also provides unique and accessible artist opportunities typically not offered by institutions of this scale. As the Museum struggles financially while marking its 200th year, New York City needs to improve funding for the Museum in order for it to be able to continue for another two hundred years serving local creative communities with beautiful exhibitions, rich educational offerings, and lively, robust programs—all work which would not be possible with key staff who are being targeted in this layoff, including six curatorial staff such as myself. Mass layoffs and union-busting should never be an option, and us Brooklyn Museum workers need support from the City Council to ensure the Museum doesn’t lose essential, highly trained staff and continue demoralizing its remaining employees, who will undoubtedly be saddled with enormous workloads following these layoffs.

I thank you again for your appreciation and consideration.

Yours sincerely,
Jennie Tang

Testimony of an Affected Employee
Committee on Civil Service and Labor - *Examining Pending Layoffs at the Brooklyn Museum*
(T2025-3186)

February 28, 2025,

I wish to submit the following written testimony as a current employee of the Brooklyn Museum. I have been affected by the recently announced layoffs and my employment status remains pending as negotiations between UAW Local 2110 and the Museum continue.

First, I wish to thank UAW and DC 37 for their work over the last several weeks and years. Their collective efforts and results have protected me from the bluntest force of the Museum's recent decision and has given me time to think, plan and prepare. I hope others have, too.

I also would like to acknowledge all of the remarkable public servants of the Committee, City Council, Borough Hall and City Hall who, even in extraordinary times, continue to do the work for the people of New York.

My work provided me with great joy. Challenges were plentiful, but playing my part in an institution preserving history and providing community sustained me. For me, museums are as essential as those who work in them, and now more than ever, I deeply believe in what they can provide for us all. Five days a week, I came to the Brooklyn Museum alongside countless other admirable, dedicated employees and committed daily to my team and our goals. I was entrusted with a great deal of responsibility very quickly, and I feel enormously proud of all that I was able to accomplish and achieve under incredible circumstances. I will leave knowing that my work mattered and had an impact.

Since February 5, my uncertain employment status has had an immediate impact on my life. As a mid-level museum employee in today's New York, I am a working class citizen. I work because I must learn a living, and I share the same concerns of most of my fellow citizens. I feel the effects of high rent and the cost of eggs. Of congestion pricing. Of fare hikes. Of subway safety. I feel the stress of career stagnation and the wealth gap. And I fear for the future of our rights, our city and our country.

I submit this testimony in times of great tumult. As industries downsize, buckle and capitulate all around us, I am worried for my and my fellow employees' future prospects and opportunities for employment. I'm concerned about the Museum's remaining employees, who will do their best to do good work amid abrupt change and sudden realizations. And I weep for yet another loss of expertise and culture, especially for those who need it most and at a time it's most needed.

I write with great hope that fair and sufficient agreements can be reached swiftly. For my employer, as you engage in these negotiations, I ask for transparency, clarity, honesty, decency, and respect. And in these most difficult times, I ask for action and resolution from our democratic system — and those who believe in it — to protect the employees of the Brooklyn Museum.

Thank you,
Justin Kiemp Pullins

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Laurie Gumbo

Address: 31 Chambers St

I represent: DCLA

Address: "

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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 in favor in opposition

Date: 1/28/07

(PLEASE PRINT)

Name: Pune lei

Address: 125 Barclay Street NY NY 10007

I represent: Secretary Local 1502, DC 37

Address: (Brooklyn Museum Workers)

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Lana Poling

Address: 31 Chambers

I represent: DCLA

Address: "

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**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Henry Garrido

Address: 125 Barclay St NY NY 10007

I represent: Executive Director, DC37

Address: _____

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**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Elizabeth St. George, Local 2110 UAW

Address: _____

I represent: Brooklyn Museum, Local 2110 UAW

Address: _____

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**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Maida Rosencher

Address: _____

I represent: UAW Local 2110 - Brooklyn

Address: 350 W 31st St 10001

◆ Please complete this card and return to the Sergeant-at-Arms ◆

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Ellen Nigro, BK Museum, UAW Local 2110

Address: _____

I represent: Brooklyn Museum, UAW Local 2110

Address: _____

◆ Please complete this card and return to the Sergeant-at-Arms ◆