



The Art Handlers Alliance of New York (AHA-NY) is proud to present this document, drafted by and for Art Handlers, that articulates a clear vision of what the most basic standards for work in our industry should be.

This is a living document that can be amended at any time by AHA-NY.

Distilled from conversations between freelance, part-time, full-time, unionized and non-unionized workers, over a period of nearly three years, the AHA Bill of Rights presents a minimum standard for what decent working conditions should be for all Art Handlers in the New York area.

Let it be as much a guarantee to Art Handlers as it is a guide to socially responsible employers.

Art Handlers are the backbone of a growing and profitable industry. We possess an essential and highly specialized skill set upon which the industry depends to function. With this declaration, we assert not only our value as individual working professionals, but also our value to each other as members of a community of workers.

The Art Handlers Bill of Rights states what Art Handlers in every facet of this field are entitled to, in exchange for the crucially important labor we provide.

1. *The Right to Recognition:*

- ◆ We recognize and affirm that art handling is a profession and that Art Handlers are skilled professionals involved in the transport, display, storage, and preservation of art.

2. *The Right to Equal Pay for Equal Work:*

- ◆ We demand freedom from discrimination based on gender, race, or sexual orientation.

3. *The Right to a Living Wage:*

- ◆ The Art Handler's Alliance of New York recommends a minimum wage of \$25 per hour.

4. *The Right to an Eight-Hour Day and a Forty-Hour Week:*

- ◆ Full-time workers are entitled to full-time pay.

5. *The Right to Benefits:*

- ◆ We demand benefits for full-time work and pro-rated benefits for part-time and freelance work.

6. *The Right to Safe Working Conditions.*

7. *The Right to Freedom of Association and Collective Bargaining:*

- ◆ We demand the right to associate with colleagues and take collective action without employer coercion, retaliation, or intimidation.

8. *The Right to Inclusion under all Federal, State, and Local Labor Laws:*

- ◆ We recognize that Art Handlers are workers and are legally entitled to the protections of all existing labor laws such as: overtime after forty hours, NYC Earned Sick Time Act, worker's compensation, fair and accurate tax status classification, and all provisions of the National Labor Relations Act.

Art Handlers Alliance of New York (AHA-NY) are art handlers coming together for:

- Open Dialogue*
- Shared Resources*
- Health Benefits*
- Fair Wages*
- Job Protection*
- Better Working Conditions*
- Solidarity Among Freelance, Contract, & Union Labor*