



May 11, 2023

Dear Tacoma Art Museum Board of Trustees,

The Executive Board of the Washington State Labor Council, AFL-CIO would like to express our solidarity with the Tacoma Art Museum employees organizing their union, TAM Workers United, with WFSE/AFSCME Council 28.

The Washington State Labor Council, AFL-CIO is the largest labor organization in the state, affiliated with more than 600 union locals and councils who represent more than 550,000 rank-and-file union members.

Today, we visited the Tacoma Art Museum and had the pleasure of experiencing the art on display and meeting many of the workers who make TAM's exhibitions and programs possible. We have been excited to welcome them as union siblings from the time that they went public with their union campaign in October 2022 with a supermajority of support among the workers, which we understand has only grown over the past six months.

We had hoped that by now their overwhelming solidarity with one another and the widespread support for their union would have moved you as a Trustee to unequivocally support their union and grant voluntary recognition. Unfortunately, that has not been the case, and there is no reason for the Board of Trustees to continue denying the workers an independent union election.

We call on you to agree to an independent election including all union-eligible workers and begin negotiations on a Voluntary Election and Recognition Agreement with TAM Workers United, WFSE/AFSCME Council 28.

We understand that you are currently making unit determination a precondition to negotiating the Voluntary Election and Recognition Agreement, that you have still not committed to respecting workers' rights to organize a unit including security and non-security workers, and that you are considering forcing workers into a Sonotone-style election to try to sow divisions between so-called "professional" and "non-professional" workers. Your continued stalling and stonewalling are union busting and serve not only to stymie the ability of workers to secure their right to form a union, but also degrade the reputation of TAM as a vital cultural institution in Tacoma.

The WSLC strongly calls on you, the Board of Trustees and TAM leadership, to cease continued obstruction, agree to an independent election for all eligible workers, and initiate negotiations on the Voluntary Election and Recognition Agreement. We stand in solidarity with the workers' commitment to one another and their goal as a union to uplift TAM staff, our Tacoma community, and the Museum itself.

We hope to see this situation resolved by your May Board meeting.

In solidarity,

April Sims, President, WSLC

Cherika Carter, Secretary-Treasurer, WSLC

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