

October 27, 2022  
NW22-011

To: NW Council Representatives

From: Rayan Adlparvar (R1), Joel Funfar (P2)

Subject: **Pre-Submitted New Business:** Support of Tacoma Art Museum Workers United ([TAM Workers United](#)), in Negotiations with Tacoma Art Museum.

### **Background**

SPEEA was supported by AFSCME Council 28 in our second strike in 2000.

Workers at the Tacoma Art Museum announced Oct. 17 that they have formed a union, Tacoma Art Museum Workers United ([TAM Workers United](#)), as part of AFSCME Council 28. TAM Workers United is seeking to become the first wall-to-wall union of museum workers in Washington state as they seek livable wages, safe working conditions, transparency and accountability from management, and respect on the job.

But despite support from all departments and 90% of union-eligible staff, the museum has not yet indicated that it will voluntarily recognize their union.

“TAM workers are undervalued, underpaid, and unheard,” said Eden Redmond, an Institutional Giving Manager at TAM. “Frontline staff have their hours capped, too little to earn healthcare yet too many to get additional work. Wages are far below livable and below industry standards. Physical and personal safety are not prioritized. Resources for grievances or advancement are available only if you can find them, invent them, or befriend the right people. Without clear access to resources, those already underserved by society remain underserved in their workplace. These conditions led us to turn to one another for solidarity and begin work on what is now TAM Workers United.”

TAM Workers United have asked the museum’s administrators to voluntarily recognize their union. They are also asking for no intimidation, coercion, or costly anti-union actions by management.

“I’d like to share a line from TAM’s mission statement,” said Stephen Rue, the Lead Preparator at TAM: “Tacoma Art Museum transforms our communities by sharing art that inspires broader perspectives and cultivates a compassionate future.’ We transform our community. TAM Workers United could not agree with this more! We want to develop a healthy and thriving art district in Tacoma. We want TAM to prosper and to fulfill its mission to our community. But we want the leadership of TAM to know that if we say we value the public who come through our front doors, then we must also recognize the value of the people that open those doors to them every day.”

You can also show your support by [signing the community support letter](#). Also, be sure to follow TAM Workers United on [Instagram](#) and [Twitter](#) for the latest updates.

### **For more information:**

<https://www.tamworkers.org/>

<https://www.thestand.org/2022/10/solidarity-rally-on-saturday-for-tacoma-art-museum-workers-union/>

<https://www.tamworkers.org/sign-our-community-letter-support>

### **The Actions:**

Actions happened October 29th and more may come in the future.

### **Motion**

**It is moved that the NW SPEEA Council supports Tacoma Art Museum Workers United (TAM Workers United) and others in the struggle for union representation and a first contract at Tacoma Art Museum. The NW Council requests the Executive Board provide Staff with direction to take steps in informing our members about this issue via our publications and information networks and urge our members to support the union workers during negotiations and if they go out on strike.**

**It is further moved that the Northwest Council supports giving up to \$3000.00 out of the annually budgeted labor support fund, should a strike happen and support is needed by TAM Workers United.**

**The NW council requests the SPEEA Executive Board to contact TAM Workers United leadership if a strike occurs, and help is needed, to work with the TAM Workers United on how to send the support.**