

SEATTLE ART MUSEUM (SAM) UPDATE ON COLLECTIVE BARGAINING

November 2, 2022

SEATTLE – The Seattle Art Museum bargaining team met yesterday with representatives from the VSO Union for the fifth collective bargaining session. That meeting was another constructive and positive discussion and resulted in noteworthy progress.

First, we reached one of our most significant tentative agreements (TA) to date, bringing our total number to seven. This latest TA focuses on grievance and arbitration procedures, which is a critical component of the collective bargaining agreement we look forward to reaching with the Union.

Second, we made significant progress in other key areas, providing several same-day responses to the Union's proposals and counterproposals including:

- Union workplace communications
- Job descriptions, job postings, and promotions
- Administrative leave

Additionally, we proposed quarterly check-in sessions between Union representatives and SAM management to ensure we have regular dialog on important issues such as security standards, policies, and procedures. We are optimistic that the Union shares our interest in establishing such a line of communication.

Finally, we continue to refine our adjusted approach to negotiations – focused on responding to recommendations from the Union – by spending more time in individual caucuses to discuss the details of our proposals, then coming together in joint sessions to exchange information and counterproposals. This process has been an important factor in our ability to advance so many TAs and timely responses efficiently.

We are grateful for the active participation of the VSO Union members and look forward to continuing productive negotiations. Our next session is scheduled for November 14 and we will provide a summary following that session.

ABOUT SEATTLE ART MUSEUM

As the leading visual art institution in the Pacific Northwest, SAM draws on its global collections, powerful exhibitions, and dynamic programs to provide unique educational resources benefiting the Seattle region, the Pacific Northwest, and beyond.

From a strong foundation of Asian art to noteworthy collections of African and Oceanic art, Northwest Coast Native American art, European and American art, and modern and contemporary art, the strength of SAM's collection of approximately 25,000 objects lies in its diversity of media, cultures, and time periods.

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