

SEATTLE ART MUSEUM (SAM) UPDATE ON COLLECTIVE BARGAINING

October 4, 2023

SEATTLE - The Seattle Art Museum and VSO Union bargaining teams met in person on Tuesday, October 3 for the twentieth collective bargaining session, the twelfth meeting this year.

Tuesday's session began with a productive conversation about the economic proposal review process. The SAM team is currently evaluating the suite of economic proposals passed by the VSO Union with the goal of providing a comprehensive response by the next bargaining session.

Following the economic discussion, both teams reached two tentative agreements (TAs). The first TA was on an article governing the process and procedures when dealing with personnel records, which came about after the Union proposed reopening a previous TA on the subject. The second TA reflects the parties' agreement regarding the parameters for what constitutes work to be performed by bargaining unit members (sometimes called "bargaining unit work") as well as how the Museum and the Union would meet and confer regarding necessary contracting. Those agreements brought our total number of TAs to 28.

The VSO Union passed counterproposals to outstanding SAM proposals on holidays, vacation, and paid sick and safe time. SAM will review and consider these points and provide feedback in future sessions.

The remainder of the session included discussion on hybrid posts and key distribution. Although key distribution is an operational process that is not subject to collective bargaining, we appreciate the VSO Union's feedback and good recommendations. We will factor them as part of our focus on continued operational improvement. SAM is committed to engaging in open dialog with employees about issues not subject to collective bargaining, including ways to improve our operations and ensure SAM continues to be a great place to work.

Dates for the bargaining sessions for the remainder of the year have been set. The next session will be held on October 30, and we will provide a summary following that meeting.

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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