

SEATTLE ART MUSEUM (SAM) UPDATE ON COLLECTIVE BARGAINING

September 1, 2022

SEATTLE - Seattle Art Museum (SAM) leadership recently began contract negotiations with union-eligible security employees to reach a collective bargaining agreement after a majority voted to form an independent union—SAM VSO Union—at the end of May 2022.

We care about our employees and respect their right to seek representation and collectively negotiate their contract. We are confident that a constructive bargaining process can lead to an agreement that reflects our values as an organization.

Both parties participated in an initial session on August 2, 2022 to lay the groundwork for negotiations. After a productive conversation, we reached tentative agreement on four contract provisions:

- A preamble that establishes clear intent to work together on a collective bargaining agreement
- Recognition of the VSO Union as the bargaining representative
- A comprehensive non-discrimination statement
- A savings clause to clarify how we will address a provision that may conflict with applicable laws

We know the contract negotiation process takes time and are encouraged by this positive start. Museum leadership is committed to bargaining in good faith with SAM VSO Union members to reach an agreement that accomplishes our shared goals and ensures an exceptional work experience for our employees.

SAM leadership commits to providing regular and timely updates to our members, employees, and the community throughout the negotiation process. Please check the website's [Press Room](#) for updates following each bargaining session. Our next meeting with SAM VSO Union representatives and employees will be Monday, September 12, 2022.

Thank you for your continued support.

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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1300 First Avenue
Seattle, WA 98101

206.625.8900

seattleartmuseum.org

