



BRANDON M. SCOTT
MAYOR

*100 Holliday Street, Room 250
Baltimore, Maryland 21202*

June 21, 2022

Board of Trustees
The Walters Art Museum
600 Washington Pl
Baltimore, MD 21201 ·

Dear Board of Trustees,

Having grown up in a union household, I know firsthand the importance of unions in ensuring the quality of life of our residents. Union membership allowed my family to lift themselves up into the Black middle class. Unions give workers the platform to unite and advocate for their own working conditions and deserve to be celebrated. Ultimately, the right of workers to organize and form collective bargaining units is a fundamental component of our democracy and, as such, must be protected.

I want to express my support for all the employees at the Walters Art Museum in their effort to form their union, Walters Workers United, with AFSCME Council 67. All the employees at the Walters are invaluable assets to the museum, its work, and the City of Baltimore. I support Walters Workers United in their demand for a neutral third-party election agreement similar to the election agreement recently signed by the Baltimore Museum of Art and AFSCME. The Walters is ultimately an agency of the City of Baltimore. It is supported by public funding and, as such, has a responsibility to abide by democratic values and respect the collective will of its employees to form a single wall-to-wall union in their workplace.

Recently, I worked closely with the leadership of the Baltimore Museum of Art and AFSCME to secure a neutral third-party election agreement that allows the workers there to proceed with a union election that includes all of the employees in their workplace. The leadership of the Walters needs to follow this example to avoid further delay in the unionization process. There is a clear path to move forward in recognizing a wall-to-wall non-supervisory bargaining unit that would allow all the employees at the Walters to stand together collectively.

There is no reason for the Walters not to follow the path of the Baltimore Museum of Art in signing an election agreement and proceeding with an election conducted by a neutral third-party arbitrator. Many of the Walters peer institutions have gone through unionization processes and have recognized all their employees, guards and non-guards alike, as part of one union, including:

- Museum of the City of New York: Contract covers museum attendant-guards and museum instructors, maintainers, and technicians.
- Brooklyn Museum of Art: contract covers many job titles, including administrative assistants, registrars, art handlers, maintainers, technicians, research specialists, and museum guards.
- Brooklyn Children's Museum: Contract covers instructors, clerks, maintainers, custodians, technicians, and attendant-guards.
- Milwaukee Public Museum: There are three contracts at this museum with identical expiration dates for operations and support, professionals, and security guards.
- Milwaukee Art Museum: Security guards at this Museum were initially union members. In 2020, other workers at the museum were able to organize into the same union.

The following institutions voluntarily recognized their unions or went through processes not involving the NLRB:

- The Museum of Contemporary Art, Los Angeles
- The Walker Art Center, Minneapolis (includes guards)
- The Shed, NYC (UAW) also a AAA certification
- Brooklyn Museum, DC37 had an election overseen by AAA.
- Open Society Institute in Baltimore, New York City, and Washington DC were all overseen by AAA. Baltimore was a AAA election, and the other two were card checks.
- The City of Baltimore used AAA for card checks with home care workers in 2006.

My administration stands with the employees of the Walters and its leadership in wanting a quick resolution to the unionization question. I am offering a clear path toward resolution, and I sincerely hope that this Board will work with my administration on this matter.

In service,



Brandon M. Scott
Mayor
Baltimore City