



Dear Dr. Julia Marciari-Alexander and the Walters Art Museum Board of Trustees,

We write to let you know that we are forming a union at the Walters Art Museum with the American Federation of State, County and Municipal Employees (AFSCME) Council 67. We can soundly demonstrate supermajority support among our colleagues. Not only have we authorized AFSCME to represent us, but we have also signed cards committing to us membership within our union. We consider this commitment to each other to be our vote.

Given the recent health and safety concerns regarding staff being exposed to organic vapors that sickened people, we feel even more urgency about forming our union. The museum has publicly stated that they do not want to unilaterally decide whether there's a union at the Walters. We agree! That choice belongs to us, the workforce of the Walters, and our supermajority support demonstrates that we have already decided. We believe that museum management should respect our decision. Please know that we are open to discussing a fair and inclusive process to verify this majority support. This process must include the voices of all union eligible staff (meaning all non-managerial/supervisory and non-confidential employees) to be in one unit and one union.

The Walters collection has been a tremendous resource and source of pride for the City of Baltimore for nearly 100 years. This would not be the case if it was not for the staff who keep the museum running. As you know, we engage in programming with the community, staff events, care for the art, keep the museum clean, connect with visitors, and so much more.

We are requesting a meeting with you and your appropriate staff to discuss a fair, speedy, and inclusive process to move forward. To schedule the meeting, please contact us at 202-429-1013.

We look forward to a strong respectful partnership that will include us in decisions and help the museum meet its goals and vision.

In solidarity,

Glenard S. Middleton, Sr.  
Executive Director, AFSCME Maryland Council 67

**& Walters Workers United**

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|-------------------|-----------------|------------------|-------------------|
| Sydney Adamson    | Merle Davison   | Andrew Gray      | Lex Reehill       |
| Lisa Anderson-Zhu | Aric Dietrich   | Allison Gulick   | Jordan Robinson   |
| Gregory Bailey    | Ashley Dimmig   | Will Hays        | Justin Sanders    |
| Pamela Betts      | Morgan Dorsey   | Ellen Hoobler    | Joaneath Spicer   |
| Johanna Biehler   | Angie Elliott   | Rashonda Hough   | Ben Stiegler      |
| Brian Braxton     | Briana Ferguson | Dylan Kinnett    | Garrett Stralnic  |
| Jo Briggs         | Jessica Figard  | Sydney Lee       | Marcell Thomas    |
| Sheba Brown       | Adam Franchino  | Samantha Mera-   | Tony Venne        |
| Marjorie Bruce    | Karen French    | Candedo          | Ruby Waldo        |
| Dany Chan         | Glenn Gates     | Kyle Miller      | Susan Wallace     |
| Jemal Cherry      | Niki Gephardt   | Thelma Mitchell  | Robert Watson     |
| Anna Clarkson     | James Girolamo  | Will Murray      | Madison Whitesell |
| Mary Cochran      | Laurell Glenn   | Elizabeth Norman | Daniel Williams   |
| Iman Cuffie       | Eric Gordon     | Adriana Proser   |                   |