



Baltimore City Council
100 Holliday Street, Baltimore Maryland 21202

October 21, 2021

Dear Walters Art Museum Board, Leadership and Walters staff,

We write to express our support for the employees at the Walters Art Museum who are seeking to form their union with the Walters Workers United, AFSCME Council 67.

We have seen that the Walters Art Museum staff want a union and have remained committed to each other despite a long and arduous process. We have heard numerous stories from workers in addition to seeing the museum close for three weeks after workers came together to demand accountability around their health and safety.

In the City of Baltimore, we believe that workers deserve a seat at the table. We value unions and workers' rights.

We want to see this situation remedied immediately. We formally request that the Walters Art Museum, in mutual agreement with AFSCME, work with the City Labor Commissioner, or alternatively a reputable third-party dispute resolution agency, to verify majority support or come to an election agreement with Walters' staff and their union. As articulated at the hearing, the City Labor Commissioner is willing and able to facilitate an election and certify the results.

There is little excuse or reason for the Walters' management not to meet with workers and collaboratively determine a path forward. We will provide a neutral party to move this situation beyond impasse. We understand that you desire a National Labor Relations Board (NLRB) election because it would not include guards and even more importantly as a public corporation, the NLRB would not hold jurisdiction. Moving forward in your path would be excluding some of the lowest paid employees of the Walters. We want this resolved within the next 15 days.

Sincerely,

Zeke Cohen, Councilmember – District 1

Danielle McCray, Councilmember – District 2

Ryan Dorsey, Councilmember – District 3

Mark Conway, Councilmember – District 4

James Torrence, Councilmember – District 7

Kristerfer Burnett, Councilmember – District 8

John Bullock, Councilmember – District 9

Phylcia Porter, Councilmember – District 10

Odette Ramos, Councilmember – District 14