

September 1, 2020

Dear Milwaukee Art Museum Workers:

The Milwaukee Art Museum now has a collective bargaining agreement with its security guards, a precedent that has been in place for over four years. The union-negotiated contract has been effective in providing guards with a voice in negotiating livable wages and benefits and has given them a role in outlining their responsibilities. We support efforts of other non-management employees to seek the same voice and protection that MAM security guards now receive.

MAM non-managements employees now provide the Museum with a unique understanding of the Museum's mission and vision, an invaluable insight into the policies and programs of the Museum and a source for improving the quality of the Museum's mission. Yet the vital contribution of non-management employees in serving the needs of the community is not recognized in addressing the needs of these non-management employees. They have no rights and no voice in:

- Determining wages and benefits with many living paycheck to paycheck
- Promoting greater transparency in MAM policy and program decisions
- Discussing or determining a fair and transparent disciplinary process
- Protecting themselves during the ongoing pandemic
- Increasing greater diversity, especially in upper level, and greater opportunities in promoting racial justice and equality policies.
- Influencing the development of the museum's traveling art education program, most notable in expanding the programs within Milwaukee's urban schools.

For all of these reasons, we strongly support efforts of non-management MAM employees to join a union.

Your friends,

Deborah and Dennis Conta