



BRANDON M. SCOTT
MAYOR

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

November 16, 2022,

Dear Members of the Baltimore City Delegation to the General Assembly,

I am writing in support of legislation which Delegate Robbyn Lewis has submitted to Legislative Services that would create a process for union recognition and collective bargaining for employees of the Walters Art Museum.

The Walters Art Museum is one of the finest cultural institutions in Baltimore City and in the state of Maryland., created by state law in 1933 to oversee works of art that had been gifted to Baltimore City by a philanthropist. Because the museum was created so long ago, it has been caught in a gap in the State of Maryland's labor laws. Employees of the Walters Art Museum announced in the Spring of 2021 that they have formed a union, stating that the union has majority support. It has been difficult to see these workers fight for collective bargaining rights in the midst of an anti-union employer campaign. To no avail, I have [reached out](#) to the Walters Art Museum myself on a number of occasions requesting that we come to a resolution.

An efficient way to resolve this oversight would be for the General Assembly to authorize a union recognition and collective bargaining process for the Walters Art Museum, just as the General Assembly has done for other entities and local governments. Delegate Lewis proposed legislation is based on similar processes that the legislature enacted for the Baltimore Police Department.

This process would require both the management of the Walters and the employees' union to abide by the results of an election overseen by a neutral third party, and then bargain in good faith if a majority of employees vote for a union. This is a process that is fair to all involved. Since the state has created similar union recognition processes for other institutions in the recent past, I urge the entire Baltimore City Delegation to the General Assembly to co-sponsor Delegate Lewis' legislation and to urge the General Assembly to speedily adopt this legislation before the end of this session.

I hope that you join me in ensuring that all workers at the Walters Art Museum can exercise their rights to join a union.

In service,

Brandon M. Scott
Mayor
Baltimore City