

Dear Board of Trustees,

We write to you as the Organizing Committee of TAM Workers United. We have been democratically elected by our colleagues to represent our union, and want to address you prior to your vote on Thursday, Nov 17 to grant or deny us and our colleagues voluntary recognition of TAM Workers United.

Over 80% of our union-eligible colleagues signed the open letter to you announcing their support for unionizing with TAM Workers United, and more have signed union cards since then. We enthusiastically believe that our union is already helping to unleash the collective wisdom of our colleagues to positively impact the future of TAM—wisdom that is suppressed when our right to freely organize is denied. Together with you, we can address pressing issues we and the Museum at large face, and help ensure a sustainable, vibrant TAM for years to come. If you have not yet read the [full letter](#) we sent to you announcing our intent to unionize on October 17, we encourage you to do so. You will also hear from many of our colleagues in the coming days about why they support their union, and why we are collectively urging you to vote yes on voluntary recognition.

And, our Tacoma community is also urging you to respect our right to organize.

Over 150 people joined us for a joyous rally on October 29th to support our call for voluntary recognition, and speakers included:

- Mike Yestramski, WFSE/AFSCME Council 28 President
- April Sims, WA State Labor Council President
- Katy Evans, Deputy Director of Hilltop Artists
- Michael Hines, United Food and Commercial Workers Local 367 President
- Penny Cramer, Tacoma Education Association President
- Josh Davis and Andi Berkgigler, Seattle Art Museum VSO Union Bargaining Committee Members
- Washington State Senator Steve Conway
- Vance Lelli, Pierce County Central Labor Council President and Longshore Worker

To date, nearly 700 community members have signed onto our [Community Letter of Support](#) to express their support not just for our union, but specifically for voluntary recognition. Those signatories are listed below for your review.

Simply put, voting yes on voluntary recognition is the strongest action you can take as a Board Member to affirm our legal right to organize a union and to respect our voices. Voting yes on voluntary recognition will not only enable us, you, and the Museum to move forward together with mutual good will to address the most pressing issues at TAM together, but will also respond to the powerful display of support of the community at a time when the Museum desperately needs as much public support as possible.

We hope you take the time to review the overwhelming groundswell of community support that has coalesced behind our union in just one month, and to read their reasons for supporting voluntary recognition of our union, [TAM Workers United](#).

We will also be writing to you again before your vote to specifically address the concerns raised to us by the Board Subcommittee around entering contract negotiations before an Executive Director is hired.

Please forward and share this message with your fellow Board members whose emails we do not yet have: Klair Ethridge, Jacqueline Justice, Anne Kilcup, Michael Martinez, Gary Owen, Molly Regimbal, Lisa Sharp, Hoan Tran, Pamela Transue, and Connie Willis.

Sincerely,
Carrie Morton, Visitor Services Representative
Eden Redmond, Institutional Giving Manager
Joe Liwag, Visitor Services Representative
Steve Rue, Lead Preparator
TAM Workers United Organizing Committee

Community Letter Signers

- **Larry Brown, WA State Labor Council President:** Speaking for the 550,00 rank and file union members from over 600 local unions affiliated with the Washington State Labor Council, please know you have the support of unionized workers across Washington. Solidarity!!! Larry Brown President WSLC, AFL-CIO
- **Katy Evans, Deputy Director, Hilltop Artists:** I am inspired by the Tacoma Art Museum workers as they work together to encourage the Museum to invest in its workforce and offer truly sustainable jobs. It is every worker's legal right to unionize, without fear of retaliation. Now is the time for TAM's leadership and board to show their support, respect their right to organize, and recognize this as an exciting opportunity to demonstrate solidarity and compassion in our community.
- **Trenton Quiocho, Artist / Hilltop Artists:** I support Tacoma Art Museum Workers United, because everyone deserves to have higher wages, benefits, and a voice within the institution that they work for.
- **Carmen Gadison-López, TAM Museum Member:** Am so proud of the TAM workers getting UNITED! You work too hard not to get appropriate wages, hours and medical benefits for all that you do representing our Tacoma Art Museum. Am proud to be a member in the TAM's Director's Circle since I retired as an Art and English educator for 25+ years and an artist myself! The art world is a thriving community of employees that deserve to be treated with respect and dignity across the board! I stand behind the TAM

WORKERS UNITED proudly as an artist and member of the Tacoma Art Museum! “Sí se puede”, CG-López

- **Ellen McGivern, Kirkland Arts Center, Associate Curator:** I applaud the talented, dedicated, and thoughtful cultural workers of the Tacoma Art Museum. I am in full support of their union efforts as they struggle for a just and safe workplace. It is time to acknowledge that art is essential to a healthy community and that TAM staff deserve wages and an environment where they and their families can thrive. Solidarity forever, Ellen McGivern, Associate Curator, Kirkland Arts Center Patrick Sugrue, Union Member / WFSE
- **Penny Cramer, Tacoma Education Association President:** Tacoma Educators support you!!
- **Sally Loeser, Mercer Island Education Association, President:** All workers should have a voice in and the ability to improve their working conditions. Union membership helps create this possibility. Together we are stronger. In Solidarity, Sally Loeser, President, Mercer Island Education Association
- **Michael Hines, President UFCW 367:** UFCW 367 supports the efforts of T.A.M workers to organize and their right to self determination. The board of directors needs to step up and do the right thing by recognizing a majority and negotiating a first contract in a timely manner.
- **Michael Whalen, Union Member / UFCW 367 / PCCLC Executive Board Member:** This Grocery Worker supports the organizing workers at the Tacoma Art Museum. Stand Strong & Solidarity!
- **Mike Yestramski, WFSE President:** AFSCME stands with all workers who deserve a voice at the workplace.
- **Rupika Madhavan, Community Member / Tacoma Labor School**
- **Amelia Rina, Editor in Chief, Variable West**
- **Lee Nelson, Former TAM Employee:** Having previously worked in multiple positions at TAM, this effort and call to grant staff with a living wage is far overdue. I thoroughly believe in TAM, what it can do for our community, for artists, and for its staff that work so hard to make its mission come to life.
- **Myrka Orellana, Community Member**
- **Rose Mathison, Former TAM Employee**
- **Andrew Winslow, Community Member:** Fair treatment of workers will lead to a better experience for everyone involved, from the workers themselves to the community they serve.
- **Mary Rue, Community Member**
- **Amelia Layton, Former TAM Employee:** I support the workers! TAM staff have always been the heart of the organization even while being taken advantage of by the people in power.
- **Peyton Noreen, Community Member:** I love the Tacoma art museum and I want this establishment that provides a lovely space to the community to support their workers that make this space what it is and concede on all of their demands, especially on paying a living wage and making their work safer.
- **Emma Summerour, Community Member**

- **Charlotte Nabors, Community Member Solidarity with TAM Workers United.**
- **Ashante Ashley, Community Member**
- **Christopher Ferencik, Community Member:** The members of the TAM 100% deserve better rights, security, and pay for all of the work that they do to help bring art into the Tacoma community!
- **Shea Roberts, Community Member**
- **Kari Nolasco, Museum Member**
- **Kat Moulton, Community Member**
- **Adaline McCormick, Artist**
- **Zev Cook, Community Member:** All power to the workers!
- **Cleo Klauminzer, Artist:** the employees who work at TAM work so hard and deserve to be recognized!!
- **Alex Flynn, Community Member**
- **E Greening**
- **Arizona Gibson, Community Member**
- **Jacob Willcox, Artist**
- **Brianna Patterson, Community Member**
- **Nadia Niva**
- **Lydia Gerard, Community Member**
- **Tim Tharp, Community Member / WFSE**
- **Raeanne Redmond**
- **Jenyfer Ewig, Community Member:** Everyone deserves a living wage. Everyone deserves to be able to afford shelter, health care, food, and education. The TAM has millions in endowments. They can afford it.
- **Katie Bush, Museum professional**
- **Caitrin Millar, Former TAM Employee:** Congratulations TAM Workers United! A huge step towards a better future for TAM employees, TAM as an institution, and museums everywhere.
- **Luke Harvey-Smith, Community Member**
- **Abbi Kanouse-Schaefer**
- **Shane Ellner**
- **Lianna Hamby, Former TAM Employee**
- **Logan Maltese, Community Member:** Support you all and appreciate the work you do!
- **Jen Peters, Former TAM Employee:** With you in solidarity.
- **Indigo DaCosta, Community Member:** As a Tacoma resident I support TAM's initiative to create a workers' union.
- **Julia Sullivan, Community Member**
- **Atticus Stevens, Artist:** I am excited to see community members support each other.
- **Kailyn Schmidt, Community Member**
- **Karen Garcia, Student**
- **Patti Leonard, Community Member:** Your voice has been heard. Your rights are deserved.
- **Robby Grillo, Community Member**
- **Sydney Winetrout, Former TAM Employee**

- **Maureen Doherty, Artist / Former TAM Employee:** I worked at TAM for a year, had the job been able to pay a living wage I would happily have stayed. It is simply unsustainable to work for the museum currently.
- **Alice Cryer, Union Member:** Solidarity forever. WFSE has been a game changer for my family, and we look forward to welcoming TAM workers into the fold.
- **George Savannah Jr., Union Member / Shoreline Community College:** I fully support this movement.
- **Keith Possee, Union Member**
- **Sara Palmer, Museum Member:** As a museum member and WFSE shop steward I'm just thrilled that you're joining our union.
- **Christine Fries, Union Member / DCYF**
- **Malcolm Erickson, Union Member / WFSE:** Solidarity with Tacoma Art Museum workers - hope voluntary recognition comes quickly!
- **Paige Cline, Former TAM Employee:** I'm so excited for all of you! You will always have my support!
- **Vance Holtzinger, Community Member**
- **Keith Gonzalez, Union Member / WFSE:** Solidarity!
- **Barbara Eriksen, Union Member / DSHS:** Congratulations
- **Cat Braid, Union Member / WFSE**
- **Caren Timbreza, Union Member**
- **Shelly Watanabe, Union Member / PEBB / DSHS ESA CSD:** They deserve a decent liveable wage for the rising increase in cost of living in Pierce County WA
- **Chelsea Pierce, Union Member**
- **Ziggy Mienko, Business Owner / Hardeasy Handpokes**
- **Andrew Blatman, Union Member / BHA/SCC:** Congratulations on joining the union to negotiate fair practice for all TAM members! Happy to have you!
- **Andrea Lauden, Community Member**
- **Nina Fowler, Former TAM Employee**
- **Isabel Garcia, Community Member**
- **Angela Krupp, Union Member:** It's easy to take for granted all the labor laws that support fair wages and treatment of workers, and easier to forget that we wouldn't have weekends, vacation and sick leave, overtime pay, and other worker protections if it wasn't for unions. In solidarity, go TAM Workers United!
- **Sixta Castillo, Union Member / WFSE Local 1671**
- **Mia Holbert, Community Member**
- **Kelly Hall, Union Member / WSFE:** I support TAM!
- **Jessica Kolva, Community Member:** TAM employees deserve a fair seat at the table to ensure equitable access to family and individual supporting incomes, as well as bargaining power for all.
- **Rosalind Casey, Community Member**
- **Chelsea Burroughs, Union Member / WSFE**
- **Theresa Mulloy, Union Member / AFSCME Local 53**
- **Kizzy Andreason, Union Member**

- **Aaron Deggs, Union Member / WFSE, Office of Insurance Commissioner:** Welcome to the WFSE, TAM employees. Glad to have you onboard!
- **Cassandra de Kanter, Community Member:** Yes! Union, union, union! Museums need this. Thank you for doing this.
- **Justin Tichenor, Community Member:** Unions are a storied piece of America's past. I am proud to support your efforts.
- **Ingrid Olmstead, Community Member**
- **Callie Evergreen, Community Member**
- **erik schurman, Union Member / WFSE Harborview**
- **Victoria Creighton, Union Member / WFSE Local 793:** We stand in solidarity with the Tacoma Art Museum workers to have a fair contract.
- **Julie Boberg, Community Member**
- **Elena Hamel, Community Member:** America was built on the backs of America workers and we as a community must protect and uplift the workers and our working class.
- **Kenzie K, Community Member**
- **Craig Barber, Union Member / DCYF**
- **Kenna Taylor, Community Member**
- **Wesley Walker, Union Member / SAGAFTRA NEA:** Solidarity
- **Sue Davis, Community Member / Birch-Davis:** I love TAM and would love to know the workers are allowed to collectively bargain.
- **Shelbi Virgil, Union Member / OPEIU:** I support you 🍊
- **Kathryn Walton-Elliott, Community Member:** I love visiting the Tacoma Art Museum and have worked in another museum myself. Museum staff are passionate about and skilled at their work, but are often not adequately compensated. Please support the TAM staff by recognizing their union. They make TAM's daily activities possible.
- **Adrienne Ramm-Granberg, Community Member:** As a Tacoma resident and fellow worker, I fully support TAM workers' efforts to unionize. When workers organize for fair wages and safe & supportive working conditions, our whole community benefits. I urge TAM leadership to voluntarily recognize the union and to meet their very reasonable demands. Solidarity!
- **Claire Green, Union Member / WFSE**
- **Madeline Rue, Community Member**
- **Audrey Law, Community Member:** Bravo to the workers! I love the museum and would want the workers to be proud of their workplace, not fearful of management. Keep skilled workers, not frightened ones.
- **Ann Murphy, Museum Member**
- **Tynan Ramm-Granberg, Union Member:** The employees of TAM power that wonderful museum. They deserve a voice!
- **Laura Olsen, Community Member**
- **Samantha Vargas**
- **Tricia Sears, Union Member:** I support your efforts!
- **Paula Lukaszek, Union Member / WFSE Local 1495:** Local 1495 supports all workers forming a union

- **Sean Waite, Union Member / AWAAG, WFSE local 5297**
- **Ilia Mondoy, Community Member:** The Tacoma Art Museum is a cornerstone of downtown Tacoma. It's brought my family and I a greater understanding of art and the workers are essential to the museum. They are what make the experience.
- **Emily Nelson, Community Member**
- **Scott Groce, Community Member:** As a patron of the Tacoma art museum and a member of the Tacoma community, I wholeheartedly support the efforts of the staff to unionize. Any anti-union actions by management will result in loss of my support for the museum. Solidarity forever! 🙌
- **Jasmine Nelson, Union Member / DCYF**
- **Emily Kohring, Union Member / WFSE Local 304:** WA Unite!!
- **Mark Holland, Union Member / WFSE**
- **Eric Mueller, Community Member:** I sign this letter in solidarity with the TAM employees seeking union recognition.
- **Jocelyn Jones, Union Member / AFSCME:** Stronger together! Welcome.
- **Laurence Erhardt, Community Member**
- **Richard Bumstead, Community Member**
- **Emma Blinn, Artist**
- **Dawnelle Wilkie, Union Member / WFSE Local 304**
- **Rachel Greiner, Community Member:** Yes! Unionizing makes the museum and the community a better place! Love this!!
- **Ellen Range, Museum Member**
- **Sean Dannen, Union Member / WFSE**
- **Amy Staggs, Community Member**
- **Eva Tuxbury, Business Owner:** How rude to not recognize your union. Tacoma Art Museum, we are very disappointed in you.
- **brinley froelich, Community Member**
- **Richard Reilly, Community Member**
- **Andrew Cook, Artist:** Unionizing is a right!
- **Meghan Mitchell, Community Member:** So proud of you folks! This is a great move forward
- **Andrew Crandall, Artist:** I know first hand what the workers of this museum are put through, and I fully support their decision to unionize. A full time job should be able to support you, especially when degrees are required to obtain them.
- **Chloe Knopf, Community Member**
- **Molly Jankun, Community Member**
- **Cassidy Radtke, Union Member:** Hopeful that the museum won't cause the union any trouble! We need strong, supportive employee communities and unions now more than ever.
- **Heide Fernandez-Llamazares, Former TAM Employee:** TAM staff are equally as valuable as a new museum wing. Or two wings.
- **Yin Min Kyi, AFSCME - Cultural Workers United:** Welcome to our CWU movement! Together we have the power to transform the cultural industry 🙌
- **Mariah Ferraz, Community Member**

- **Aidan Sweney, Community Member**
- **Lilian Oellerich, Community Member**
- **Brenton Nichol, Community Member: Solidarity!**
- **Oriana Di Fede, Former TAM Employee**
- **Ella Boers, Museum Member**
- **Kim Murillo, Community Member: Go TAM!!**
- **Bryan Head, Union Member / WFSE**
- **Madison Ramey, Former TAM Employee**
- **Skylar Osterman, Union Member**
- **Mel Y., Former TAM volunteer**
- **Jonathan Pottle, Union Member / AFT 2196: Solidarity! We are stronger together!**
- **Sophia Ratajczak, Former TAM Employee: TAM workers deserve to be compensated sufficiently and treated with respect!**
- **Camryn Searls, Community Member: We should be valuing the caretakers of our art just as highly as the art itself, unionizing is a road to a better future!**
- **Calvin Beardemphi, Community Member: Hell yeah Unionize!!!!**
- **Orion Benedict, Artist**
- **Erika Benner, Union Member**
- **Ross Holtrop, Community Member**
- **Samantha Del Vecchio, Union Member**
- **Oudom Bin, Artist**
- **Timothy Owen, Community Member**
- **Benjamin Erkan, Community Member**
- **Janessa Harris: Go union, go!**
- **Kevin Barras, Union Member / DSHS Western State Hospital: I support you 100%!**
- **Carol Denison, Union Member / WFSE Local 491**
- **Shayne Deleon, Community Member**
- **Sreven Schimelpfenig, Union Member**
- **Cordelia Cloke, Union Member / WFSE**
- **Neftali Brito, Union Member / AFSCME**
- **Dominick Hudson, Business Owner / Emerald Engineering LLC**
- **David Vosburg, Artist**
- **Bruce Packer, Union Member: All workers deserve the protection of their jobs and dignity that a union provides.**
- **Jeffrey Maris, Union Member: These workers need a union!**
- **Amelia Petersen, Union Member**
- **Nathan Tilley, Union Member / Endeavor Air**
- **Jeffrey Engle**
- **Katherine Oak-Schiller, Community Member**
- **Alazar Yirgu, Union Member / WFSE: Power to the working people of our WA state! stay union and stay strong ! The bond is the secret!!**
- **Hannah Oleary, Community Member**
- **Tyson Griffin, Former TAM Employee: Long overdue**
- **Marilyn Gisser, Union Member**

- **Angelisa Turner, Community Member:** I believe that TAM management should formally recognize the union created by employees. In this era, we need to allow workers to advocate and negotiate the ins and outs of their positions as a collective."
- **Forrest Watkins, Union Member / WFSE**
- **Cole Jackson, Union Member / Teamsters 117:** Solidarity!
- **Alex Bacon, Union Member / WFSE Local 304:** Congratulations to the TAM in taking an important first step in securing a dignified workplace!
- **Kassie Yeager, Community Member**
- **Dylan Howard, Community Member**
- **Michael Cady, Union Member / WFSE**
- **Slater Sorensen, Psychology Student and Amateur Artist:** Support the labor that keeps the art museum flourishing!
- **Sandy Long, Community Member**
- **Esther DelliQuadri, Community Member**
- **Kelly Waters, Community Member:** It's the people working there who are the heart and soul of the museum. Without them it's just a building full of pictures.
- **Zachary Schon, Spouse of former TAM employee:** TAM's treatment of staff over the years of my wife's employment were deplorable and their inability to hold certain people accountable such as the former curator Rock questioning blood quotient levels of Native Americans if they're actually native and retaining his career or former staff stealing donations and only receiving donations only to remain working and exiting on their own terms. TAM is a shit show of abuse of employees.
- **Chris Sharp, Contract art handler**
- **Julie Yust, Community Member**
- **Michael Brune, Business Owner / Underflow studios:** As an artist and business owner I know the trade offs of a unionized workforce. Which is entirely why I support unionization of the Tacoma Art Museum.
- **Mary Brickle, Former TAM Employee:** This is a great step forward for supporting TAM employees.
- **Susannah David, Community Member**
- **Aiden Sartain, Community Member**
- **Nelson Di Paolo, Union Member / WFSE Local 1671**
- **Heather Domazlicky, Former TAM Employee**
- **Ty Moore, Community Member / WFSE**
- **Becky Stephens, Union Member / WFSE**
- **Reggie Rees, Community Member / Serve The People**
- **Zachary Matthews, Community Member**
- **Ruth Schubert, Community Member**
- **Megan Hoerler, Community Member**
- **Laura Theodorson, Union Member / ALPA**
- **Danno Mannino, Community Member**
- **Susan Dinteman, Community Member:** I strongly support the stated mission.
- **Tatum Hansen, Community Member:** So excited to support the union!

- **Jesse Bohlin, Community Member:** As a community member who loves the arts in Tacoma, I see the establishment of a union at TAM as a way for our community to show that we support arts and labor. Workers deserve the treatment they want for themselves. And TAM leadership has the unique opportunity in this moment to show that as an institution, they see labor organizing as a vital next step in their growth rather than something negative and threatening. Much power and solidarity to the organizing workers!
- **Sarai Flores, Community Member:** Unions give us the power to speak up for our rights to have a better quality of living without retaliation.
- **Tom Baier, Museum Member:** Museum and other nonprofit workers deserve livable wages and dignity in their work, just like everyone else. Especially in Tacoma - a city steeped in proud union tradition - TAM should honor TAM workers by voluntarily recognizing and bargaining with their union.
- **Corrine Morris, Community Member:** I stand with TAM Workers United and demand that Tacoma Art Museum recognize their efforts.
- **Kevin Gallagher, Community Member**
- **Nathaniel Lawver, Union Member / Pierce County Building and Construction Trades Council, AFL-CIO**
- **Robert Hughes, Community Member: Hell yeah.**
- **Paul Mailman, Union Member / IATSE Local 600**
- **Katie Berkowitz, Community Member**
- **Andrew Asbille, Business Owner / Ro Health:** Museum employees deserve so much more for their time and teaching! I want to know that the people that work inside the museums we know and love are being paid fairly and have secure jobs.
- **Joanna Jones:** I want to support your rights to fair wages and treatment.
- **Chris Pollina, Community Member**
- **Emilie Vrbancic, University of Washington, SEIU 925**
- **James Williams, Community Member**
- **Erica Hernandez, Former TAM Employee**
- **Sophie Bruno, Community Member**
- **Robert Lenigan, Union Member / Retired Public Employees Council 10:** How ironic that non-profit institutions like TAM take government handouts and promote improving the community's quality-of-living, but act like greedy for-profit corporations in their dealings with workers. Workers ARE THE COMMUNITY.
- **Robert Blumenthal, Community Member**
- **Ruth Keller, Museum Member:** As a museum member for many years, I wish to express my support for all museum workers.
- **Mary Coss, Artist**
- **Joey Shyloski, Artist: Work dignity is essential for quality human life.**
- **Angela Bare, Artist**
- **Grace Drechsel, Union Member / SEIU Healthcare 1199NW**
- **Dusty Gorman, Community Member**
- **Hannah Serfling, Union Member / WFSE:** It's high time the workers of the Tacoma Art Museum get paid a living wage. We would love to welcome them to our union family. The

wall-to-wall solidarity is really something special-- these workers know what they deserve and how to get it. Solidarity forever!!

- **Hal Anthony** : Unions safeguard employees, yes; but unions also ensure employers with many guarantees of job performance and enforcement. Without unions, corporations just get an expanding noose to tighten around workers' necks. Unions help all people, and ALL PEOPLE need a true working wage. When income becomes a lifetime of economic imprisonment, that person or family is unable to contribute to a more diverse social fabric within their community. And remember, when free speech violates other peoples' rights, it is no longer free speech – it is harassment."
- **Maya Cruz, Community Member**
- **Ashley Sowle, Union Member**
- **Anne Davis, Community Member**
- **Leslie Gascon, Community Member**
- **Robby Stern, Community Member:** As a retiree and a senior activist, I whole-heartedly support the TAM workers in their fight to be treated on the job with dignity and respect as workers performing an important function for the broader community.
- Johanna Jacobsen Kiciman, Community Member / UW Tacoma
- **Dorothy Knudson, Community Member**
- **Maile Murphy, Community Member:** Everyone has a right to a living wage, sage workplace and good benefits, especially those who work hard to ensure access to the arts for our community. It's disingenuous for a community organization like Tacoma Art Museum to refuse it's employees these rights while still insisting they're providing a community service.
- **Judy Sharnes, Union Member . OPEIU Local 8:** Every worker deserves respect and dignity on the job. Every worker deserves to have their voice heard.
- **Meara O'Malley, Community Member**
- **Breannah Gammon, Community Member**
- **Andrew Ascencio, Union Member / National Postal Mail Handlers Union**
- **Lana Bostic, Community Member**
- **Vitoria Ramos, Former TAM Employee:** I worked at the museum for five years post undergrad. Many of my current friendships are with people I had the pleasure of meeting during my time at the museum. I met so many smart, respectful and kind people who believed in the power of art. We were all overworked, underpaid, undervalued and bullied by higher ups. There were rarely any opportunities for advancement within the museum. I believe the museum is capable of being a sustainable and healthy work environment for all. One that values both the community and it's employees. I am so thrilled to see the workers of TAM unionizing. They have my full support and I wish all their demands are met.
- **Martin Henderson, Community Member:** Workers create all wealth! Solidarity!"
- **Andrea Mondoy-Honaker, Union Member / IAM**
- **Tyler Rasmussen, Union Member / ILWU local 23**
- **Kyndall Hoff, Community Member**
- **Elm McCrummen, Former TAM Employee / Tacoma School of the Arts:** So proud of y'all for demanding support!!!

- **Carie Westby, Union Member**
- **Fiona Reilly:** As a fellow museum worker, I am so excited to hear about the TAM Union Efforts and fully support them!
- **Barbara Holbrook, Union Member / WFSE WA Veterans Home:** Congratulations!
- **Philip Locker, Community Member / Seattle Democratic Socialists of America:** Solidarity!
- **Kyley Butler, Former TAM Employee**
- **Yunna Flenord, Union Member / WSNA:** In solidarity we stand behind you!! I am a Local Union Officer at WSNA and I stand behind you and willing to help in anyway I can. I understand now the meaning of "UNION STRONG" so we welcome you to this very strong organization that has your back!!!!
- **Sarah Barsness, Fellow cultural heritage worker**
- **Kiley Stasch, Community Member**
- **Justin Camarata, Community Member**
- **Nikilyn Reed**
- **Ann Martinez, Community Member**
- **danilo machado, Union Member / AFSCME District Council 37**
- **Noah O'Brien, Artist**
- **Joshua Thomson, Union Member / OPEIU Local 8:** Excellent work! Keep up the fight!
- **Tamiko Nimura, Artist**
- **Kyrianna Bolles, Former TAM Employee:** These workers are amazing and deserve a Union that helps and protects them!!
- **Laura Dimmit Smyth, Community Member:** Solidarity from this union librarian!
- **Ingrid Happ, Community Member**
- **Gracea Hilsen, Former TAM Employee:** As someone who used to work at the TAM, the workers deserve better working conditions and pay!
- **Talmon Glidden, Community Member:** Workers decide their conditions! Hooray!
- **Steven Tollefson, Community Member / IATSE Local 15:** Workers of the world, unite! All you stand to lose are your chains!
- **Emma Turner-Trujillo, Museum Member / The Field Museum of Natural History**
- **Kai Ortiz, Union Member / UNITE HERE/DSA**
- **Skyler Crady, Former TAM Employee:** <3
- **Brenna Stroup, Community Member / PROTEC17**
- **Thelma Harris, Community Member**
- **Sue Moser, Union Member**
- **Raymond Poobus, Union Member / WFSE IWW:** I love TAM and respect the workers who help make TAM the wonderful place it is. They make our lives better, we can help make their better too. A retired WFSE nurse.
- **Rachel Ervin, Community Member**
- **Lanie Cheatham, Community Member**
- **Kerry Niesen, Community Member**
- **Chelsea Nesvig, Union Member:** As a union member/organizer and native of Tacoma, I strongly request you recognize the TAM union. Organizing a union is SO MUCH WORK

and workers only do it when change is desperately needed. Please listen to them, understand their reasons for unionizing, and recognize their union immediately.

- **Sabrina Brown, Community Member**
- **Robert Devlin, Union Member / RPEC Chapter 10**
- **Brian Roberts, Business Owner / Roberts Law Office**
- **Kylee Peterson, Community Member:** TAM is a lovely museum, and its workers deserve to be treated well! Unions make our communities stronger.
- **Doreen McGrath, Community Member / IBEW Local 77**
- **Charles Redell, Union Member / WFSE**
- **Miranda Holmes, Artist:** I love this museum and believe this is the best for its future! Support workers and support unions!
- **Ruth Ogden, Community Member:** As a life long Tacoma resident and UWT student, I can say with certainty that TAM employees provide an invaluable service to our downtown community. TAM must honor their union and treat their employees with the respect they deserve.
- **Monique Patel, Community Member**
- **Anjali Vuksanaj**
- **Megan Capes, Union Member / Tacoma Education Association:** Solidarity. Make TAM a union shop!
- **Jil Anderson, Union Member / SAM VSO Union:** Proud of y'all! You've got this!
- **Margaret Ross, Museum Member**
- **Buster Connolly, Community Member**
- **Meg Tuomala, Community Member**
- **Regan Chavez, Community Member / Tacoma School of the Arts:** I hope to be able to do museum work someday, I want to help ensure that me and other people in the field have a safe work environment. I love our museum and arts community in Tacoma and protecting it and the people who contribute to that is paramount.
- **Liz Leske, Union Member / WSNA:** Treat your employees fairly! Pay them living wages and provide them working conditions which will make them want to remain employed by you. By unionizing your workers are willing to sign a contract with you (the management) to work together to make TAM a great organization. Employees who are respected and valued will also respect and value their employer.
- **Michael Williams, Union Member / Tacoma Labor School/Tacoma Education Association/IWW**
- **Kyle Imdieke, Union Member / Minnesota Historical Society Workers Union, AFSCME Local 3173:** You've got this, TAM Workers United! Looking forward to welcoming you as a new AFSCME local! We in 3173 have your back!
- **Claudia Linares, Community Member**
- **Reid Newlin, Community Member / Friends of the Children Tacoma:** All employees deserve livable wages and benefits regardless of their status! Museum wide decision making should be collaborative and transparent so that all voices are allowed to be heard and represented. Trickle down leadership is ineffective, inaccessible, and leads to employee burnout. TAMWU is the obvious next step in creating a better managed and more community oriented museum experience!

- **Peach McDouall, Union Member:** Solidarity from this AFSCME sister!
- **Lori Stefano, Community Member**
- **Lonnie Lopez, Community Member:** Solidarity!
- **suji c, Community Member:** I fully support the efforts and labor of the workers&artists of Tacoma Art Museum! Solidarity Forever! Please recognize that their work is what keeps the museum thriving! They deserve transparency, respect, and power to make decisions that benefit the workers as a whole. They deserve recognition as a union! Please recognize the work of your staff, our community deserves a museum/cultural center that respects the rights of its workers.
- **Grace Hope, Community Member**
- **Wendy Conway, Union Member / WFSE Local 443:** As a union member who understands what it means to collectively bargain and the importance of organizing to benefit our working lives, I applaud and support all workers who want a fair workplace and those who stand up together to make that happen. Solidarity!
- **Marilyn Kimmerling, Museum Member**
- **Mol Thompson, Union Member / WFSE Local 443**
- **Alyssa Elliott, Community Member:** I stand in solidarity with your right to organize! Power to the people!
- **Morgan Weilert, Community Member**
- **Ezra Amberson, Community Member:** Very proud of everyone working at TAM for making this happen!
- **Anne Sacquitne, Union Member / WFSE Local 889:** My sisters and my brothers. I am happy to hear that you want to form union. We are behind your efforts and I support you completely.
- **Kevin Arth, Union Member / WFSE Local 443:** Congratulations!
- **Rachel Dyal, Community Member**
- **Stephen Bruen, Union Member / WFSE:** TAM workers are the backbone of our community, The TAM is very important to my community and we need to compensate these workers appropriately. As a union member, I see how it can impact people positively and retain amazing people.
- **Sean Lafferty, Former TAM Employee:** Arts workers are the foundation on which institutions do their work. They are the current and future experts who protect, display, care for, and share the art the institutions are centered around. Their care for the art they nurture leads them to often do this work in drastically poorer working conditions than peers in other industries. They deserve a seat at the table to discuss the terms of their cooperation with the institution they are a part of and work with toward the shared goal of bringing art to the general public.
- **Rachel Hart, :** TAM workers and artists deserve protection and a living wage!
- **Eli Goss, Community Member:** As a community member, I want our art institutions to support the staff who make the experiences possible. Art is critical to the region, and we must support the workers!
- **Jacob Pohs, Community Member**
- **Jordan Ramaekers, Artist**
- **Vera McLaughlin, Artist**

- **Jessica Balsam, Former TAM Employee:** I love this museum but I left because of the low pay, long hours, emotionally abusive leadership, and low-quality health insurance. At the time, my husband and I wanted to start a family, and I didn't see a path forward for me to do that as a TAM employee.
- **Mara Johnson, Community Member**
- **Travor Kagochi, Community Member:** Power comes from collectively bargaining!
- **Nicole Plastino, Community Member**
- **Eileen Newton, Community Member / Tacoma Public Schools**
- **Kathryn Merwin, Community Member**
- **Sarah Petrovich, :** As a tourist of Tacoma and friend of the museum, I support the TAM workers movement towards unionization.
- **Dana Rue**
- **Natalie Jaeger, Union Member / SAM VSO Union:** Proud of you all!
- **Natalie Scalf, Community Member**
- **Sooji Kinikin, Artist**
- **Susan Rimkus, Community Member: Go TAM!**
- **Aimee Hamilton, Community Member / former TAM member:** Heck, yes, support the TAM Workers United!
- **Gee Wesley, Community Member**
- **Joseph Rome, Former TAM Employee:** All the power to you!
- **Chelsea Mason-Placek, Community Member**
- **Anna McGill, Community Member**
- **Lucile Chich :** Way to go.
- **Harris Ammons, Community Member**
- **Benjamin Greenwood, Community Member:** Union strong!
- **Allison D, Union Member / Olympia IWW**
- **Oliver herrin, Business Owner**
- **Matthew McGuire, Community Member / WSNA:** You have the community's support! We love our Museums and you all make them work!
- **Sorana Nance**
- **Ashlen Hodge, Fellow museum worker:** I work in a leadership position in a museum as well, and I make barely enough at 40 hours a week to pay all my bills and comfortably buy groceries. I am asked to do well beyond my job description, which I can bet your staff do as well. Listen and take care of your floor staff, these people are your foundation, and who the patrons interact with. It's managements job to take care of its people, so prove it in action rather than empty word.
- **Sue Huynh, :** TAM is one of the best museums I've gotten the chance to visit. The works of art and exhibitions are highly curated, meaningful, and impactful. All the workers deserve basic rights as humans and I support them wholeheartedly. Without them, we wouldn't be able to have TAM because they are the heart and soul of the museum.
- **Venalin Aguilar, Community Member**
- **Clarissa Gines, Community Member**
- **Audrey Meade, Community Member**
- **Lili Stevens, Community Member**

- **Jessi Connors, Union Member / Teamsters 117:** It was scary when we decided to unionize at my work, but it's the best choice we made in hindsight. Proud of you all! Solidarity!
- **Jeff Hoppe, Business Owner / South Sound Guitar Repair**
- **Kira Miller, Community Member**
- **Zach Bernard, Artist:** An injury to one is an injury to all.
- **Benjamin Ruthruff**
- **Ryan Davis, Community Member**
- **Amena Black, AFSCME District Council 37:** I am a Union Representative that worked with AL Rickard while they were employed at the Brooklyn Museum. I whole-heartedly support this organizing movement and will spread the word. Best, Amena"
- **Daniel McCabe, Union Member / AFSCME District Council 37**
- **Amanda Anuraga, Business Owner:** Unions protect and nourish workers and their families. Tacoma should be behind their citizens 100% and this would be a phenomenal way to demonstrate that.
- **Karina Arroyo, Community Member**
- **Aoife Madden**
- **Benjamin Wildenhaus, Tacoma Art Museum employee:** I stand in solidarity with my fellow employees of Tacoma Art Museum.
- **Andrew Flemetis, Union Member / IAM 751**
- **Shannon Eakins, Artist:** As museum workers, you channel your abilities to create a positive museum experience- every darn day!!! Thank you. You deserve to live with the dignity that you consistently show our community.
- **BK LeMay, Community Member**
- **Julie Miller, Artist**
- **Lily Smith, Artist**
- **Jessica E Donnelly, Artist**
- **Elizabeth Woody**
- **Timothy Camarata, Union Member / WFSE Local 86**
- **Steve Bakker, Community Member**
- **Laura Diedrich, Community Member**
- **Julian DeJesus, Union Member / AFSCME District Council 37:** All workers deserve the right to collectively bargain. I support the workers of TAM right to organize. Solidarity"
- **Matt Courter, Union Member**
- **Kay Buffamonte, Union Member / WFSE Local 752:** All communities should respect and support employees of cultural organizations, such as zoos and museums, for the integral role they play in their work enriching our lives. These employees are dedicated and devoted to their professions and deserve all they need in wages, benefits and job security.
- **April Rebollo, Community Member / SPEEA**
- **Megan Rupert, Community Member**
- **Jack Espinoza, Artist / School of the Arts Tacoma**

- **Jennifer Barfield, Union Member / Tacoma Education Association:** I support TAM Workers United and call on TAM to respect their employees' collective decision and recognize them as a union.
- **Christy McDaniel, Union Member / University of Washington Tacoma, SEIU 925:** Continue to fight! Your work has value for the Tacoma Art Museum and the City of Tacoma.
- **Maureen Catbagan, Union Member / AFSCME District Council 37, Local 1503:** In solidarity with TAM workers for living wages and better working conditions. It's time cultural institutions truly enact their values of serving and reflecting their communities rather than stating hollow statements.
- **Alaina Bull, Community Member**
- **Megan Watson, Community Member**
- **Philip Koch, Artist**
- **Marisa Petrich, Community Member / UW Libraries Union**
- **Brandon Bollert, Community Member: Every worker deserves a union!**
- **Tracey Abman, Union Member / AFSCME Council 31**
- **Tiffany Dunbar, Union Member / AFSCME District Council 37, Local 1503**
- **patricia perkins**
- **Becky Ford Sullivan, Union Member**
- **Kate Nelson**
- **Lorelei Watson, Artist**
- **George Reed-Harmon, Union Member:** I am signing this letter in support of Tacoma Art Museum Workers unionizing. It is my opinion that unions provide an opportunity for employees and management to clearly identify expectations while maintaining protections for each party.
- **Philip Bradford, Union Member / SEIU:** The right to organize is recognized internationally as a norm. Tacoma is a union town. Let's maintain that.....status quo.
- **Marc Manzo, Community Member**
- **Tim Miller, Artist:** I support the TAM employees and their dedication to the Tacoma Art Museum. As passionate employees, they are invested in the museum's vitality as a cultural institution with a mission to both represent and inspire Tacoma as a city. I believe the museum has a responsibility to honor that investment by supporting an organized union.
- **Alicia Johnson, Community Member**
- **Katherine Wong, Artist**
- **Karen Spence, Community Member**
- **Aaron Goings, Community Member:** TAM workers deserve to be respected in their choice to unionize and bargain collectively with museum management. There's so much deep-rooted right-wing anti-unionism in the Pacific Northwest. Fingers crossed that TAM management won't stoop to that level and go down in history as union-busters.
- **Sydney Dash**
- **Cameron Severns, Community Member**
- **Leila Skinner : I support all workers.**
- **Jonii Bryant, Community Member**

- **Tony Sonsteng, Community Member / Tacoma Public Library:** you all got this!! stick together and push for your rights. in solidarity - tony"
- **JC Ortega Esquinca, Community Member:** In solidarity with this amazing crew of people! Tacoma needs TAM and more importantly the workers who make this institution happen!!
- **Kelly Valentin, Business Owner:** I support TAM workers unionizing. Unions positive impact worker's lives and ensures fair treatment with accountability.
- **Luis Sanchez, Artist**
- **Ivonne Madrigal Leon**
- **Jane Leuchter, Community Member: Go union!!**
- **Areatha White, Community Member**
- **Mary Meda, Union Member / Metropolitan Museum of Art:** We stand with you
- **Antonio Martinez**
- **Renee Weekley, Artist / Bethel Education Association:** Amazing UNION Proud, Union Strong!
- **Gabriel Papa, Union Member / The Metropolitan Museum of Art:** I'm an elected official for local 1503 at the metropolitan museum of art and I gotta say that the Union movement is alive and strong. Stay united and keep on fighting for your right to unionize and make the demands that will forever change/improve the lives of those that we care about. UNION STRONG!
- **Gabi Barragan**
- **Nicholas Bradbury, Community Member**
- **Celene Ramadan, Community Member**
- **Megan O'Keefe, Union Member / UBC Local 70**
- **Philip Rue, Community Member:** May all parties involved with TAM find it in themselves to respect each other, listen to each other and work together to make TAM a shining light among the arts and for the community of Tacoma.
- **Christopher McQuain, Union Member / SEIU925:** TAM must show the community it serves that they respect the labor that makes it run. Not to voluntarily recognize and cooperate with the workers as they unionize would be disrespectful, and very poor public relations.
- **Lesley Braden, Artist**
- **Patti Hermoso, Community Member, Business Owner (Tacoma Games), WFSE Member**
- **Tazia Duncan, Union Member**
- **Xanthippe Zenith, Artist:** Solidarity & Relentless Forward Progress!
- **Virginia Busch, Union Member:** Congratulations!
- **Charles Loeffler, Community Member:** Go TAM! Keep up the fight!
- **Michael Abate, Union Member**
- **Jennifer Chenette, Union Member**
- **Richard Becker, Union Member:** Do the right thing and recognize your employees' union!
- **Thomas Fuglestad, Union Member / WFSE**
- **Stephanie Doyle, Union Member / WFSE**

- **Michele Mitchell, Union Member / WFSE**
- **Paloma Guzman, Union Member / DSHS**
- **Karla Covington, Community Member:** TAMWU needs to be recognized and supported immediately.
- **Julie Frost, Union Member / WFSE**
- **Shannon Rawlings, Union Member:** Recognize your VALUED EMPLOYEES UNION!!
- **Josh Bartholomew, Union Member / WFSE:** respect the overwhelming majority of workers who want to unionize by voluntarily recognizing TAM Workers United as their union.
- **Josslyn HuntLewis, Union Member / WFSE**
- **Shelby Meyenburg, Union Member / WFSE Local 443**
- **Tabitha Culp, Community Member / DCYF**
- **samuel kirk, Union Member / WFSE:** I support Tam workers and you should too.
- **Rebekah Liss, Union Member / WFSE:** Voluntarily recognize the TAM Workers United!
- **Suzanne Large, Union Member:** I support TAM workers right to organize!
- **Todd Stidd, Union Member / WFSE**
- **Kendra LaCour, Community Member**
- **Vicenta Tauti, Union Member / WFSE Unity in Diversity**
- **Brian Henry-Walters, Department of Corrections:** I support TAM workers united
- **Carmyn Shute, Union Member / WFSE:** Welcome to our solidarity! We stand behind you!
- **Dorian Diaz, Union Member / WFSE:** WFSE has your back and we will fight with you and for you.
- **Wilma Goble, Union Member / WA State Children's Administration**
- **Willis McNabb, Union Member / WFSE Local 491:** Right to collectively organize!
- **Aminata Salisbury, Union Member / WFSE Local 843:** Please recognize Tacoma Art Museum workers union.
- **Kevin Hamel, Union Member / WFSE Local 341:** The TAM UW needs to be recognized by the management labor stands united
- **Frederick Rodgers, Union Member: Recognize the Union**
- **Lorrie Wandler, Union Member / WFSE:** I am in support of worker's rights
- **Sandra Womack, Union Member / WFSE:** I stand in support of fair and equitable treatment of TAMW, to organize to have a future that aligns with the value of human rights, the right to health and well-being for their family.
- **Katherine W Anderson, Union Member / WFSE Local 1221:** Support Unionized workers. You don't work with out a contract neither should they. Contracts keep both Employers and Employees aware of their rights and responsibilities to each other.
- **Stuart Jensen, Union Member / WFSE**
- **Lisa Tuerk, Union Member / WFSE:** I support the arts, worker's rights, and local Tacoma community! Standing with TAM Workers United!"
- **Kym Adams, Community Member:** Support your workers to have a living wage! I've loved living in the PNW for over 30 years in King County and also cheer for Pierce. I'm a unionized worker and have a great relationship with management. This can be your future too.

- **Michaela Loeffler, Community Member**
- **Michele Stelovich, Union Member / WFSE:** I stand with TAM Workers United!
- **Charles Williams, Community Member / Tacoma DSA**
- **Anthony Rodriguez :** I support a tamworker
- **Sharon Arnold, writer, curator**
- **Jeanette Obelcz, Union Member / WFSE Local 889**
- **Lisa Beaulaurier, Union Member**
- **Taylor Morgan, Community Member:** Keep fighting for fair wages and decent working conditions!
- **Matthew Helmer, Community Member**
- **Ehukai DeLude, Community Member**
- **Sarah Olver**
- **Leonte Coope:** I support the union
- **Travis Ellison, Community Member:** Unions should be common place in America.
- **Holland Jones, Community Member**
- **Joshua Sia**
- **Madeleine Murphy, Community Member:** TAM workers deserve fair wages and have a right to unionize.
- **Sevgi Baran, Union Member / WFSE**
- **Kerry Weinrich, Community Member:** I am your neighbor and also a former worker at Seattle Art Museum. I know personally how important it is to unionize and I fully support your efforts! So happy to hear about this and am rooting for you! Much love and solidarity!
- **Jaymin Kapsandy, Union Member / WFSE Local 443**
- **George Johnson, Union Member / DESC:** Sorry I couldn't be there in person. But know I support the rally 100%
- **Sheila DeBaere, Union Member / ESD**
- **Chris Baldwin, Union Member:** All workers deserve respect and a living wage for their labor!
- **Patricia Sully, Community Member**
- **Carolyn Parisi, Union Member / WFSE**
- **Bianca Oneal, Union Member / DSHS**
- **Renato Miranda, Union Member**
- **Charles Hunger, Union Member / WFSE**
- **Ian McNew, Union Member**
- **Eric Hutcheson, Union Member / WFSE:** I support TAM workers.
- **Melissa Blue, Community Member**
- **Christina Westpheling, Former TAM Employee**
- **A.L. Rickard, Union Member OPEIU Local 8 / WFSE**
- **Lynne Vincent, Department of Health**
- **Amanda Melton, Community Member**
- **Jeffrey Anderson, Community Member:** As a community member and as a union member I believe that everyone should have the right to collective bargaining.
- **Kendall Rockwell, Union Member**

- **Angelina Maturino**
- **Janet Stewart, Union Member, Washington State Nurses Association:**
- **Megan Socea, Union Member / DCYF**
- **Leah Stigale, Union Member / AFSCME:** Everyone deserves a living wage.
- **Manny Contreras, Community Member**
- **Stena Troyer, Community Member:** Support your people! <3
- **Nancy Carone, Union Member**
- **Lizzie Carp, Union Member / WFSE**
- **Jessica Liebert, Union Member / DCYF**
- **Lucy Walker, Community Member**
- **JORGE Zaszimczuk, Union Member / AFSCME:** Workers of the world unite
- **America Breton, Union Member / WSFE Local 67**
- **Rudy Mendoza-Bautista, Community Member:** I support the TAM Workers and their demands.
- **Richard McCaslin, Union Member / WFSE**
- **Luis Rodriguez, Union Member / WFSE**
- **Elena Mierau, Union Member**
- **Patty Hendrixx, Union Member / DSHS**
- **Tessa Idlewine, Film Preservationist**
- **Sean P Kilcoyne, Union Member /AFWU**
- **Julie Clerget, Union Member**
- **Melissa Flores, Union Member**
- **Bri Viles, Community Member**
- **Sabrina Tuggle, Union Member / Health Care Authority**
- **Chris Shannon, Union Member / AFSCME:** I want to express my full support for the employees of Tacoma Art Museum, who have joined together to unionize as TAM Workers United.
- **Cynthia Husingh, HCA:** Don't give up and keep on swimming!
- **Joshua Rancour, Union Member / Department of Enterprise Services**
- **Jonathan Grell, Union Member / AFSCME Local 28:** Unions mean living wage jobs. They mean security, dignity, stability and are a critical component of a healthy economy. Those that resist them are misinformed at best and myopic, autocratic, greedy scum at worst. Strong workers equal a strong country because a nation without unions is a nation of wage slaves propping up a false economic system that rapes America for everything the richest can steal. Protect America. Build America. Support unions everywhere."
- **Analisa Reed:** As a fellow arts educator, I stand with TAM Workers United! You are an inspiration to us all!
- **Westley McKane, Union Member**
- **Alec La Brayere, Union Member / WFSE:** People and communities are strongest when unions are strongest. Be proud of standing up for your rights! Solidarity Forever!
- **Brian Rowe, Community Member**
- **Zack Mills, Union Member / LNI: Union strong!**
- **Evelyn Lopez, Community Member:** Union membership not only provides representation and assistance to members. TAM will benefit from being able to attract

great employees. The Tacoma community benefits as well by having more union employers in our downtown, and more union employee neighbors.

- **Ander Pierce**
- **Jason Burns, Union Member:** If a labor force wishes to be unionized. This should not be a barrier
- **Hillary Weems, Union Member / DOL**
- **Jason Pemberton, Union Member / WSDOT**
- **Brigid Conroy, Community Member**
- **Felipe Rodriguez-Flores, Union Member / WFSE Local 443**
- **Zach Andrews, Community Member**
- **Kyle Lacefield, Union Member / DOH:** Unionized workforces are treated with more dignity and respect while providing better wages and improved work/life balance. Please support the arts and the people who allow us to enjoy them year-round by supporting their right to unionize.
- **Raymond Krzmarzick, Union Member / SOLA:** Support our union workers!! Thanks
- **Jennifer Busselle, Union Member**
- **Ruby Wallace, Union Member / WFSE:** I support the TAM workers!
- **Rebecca Stith, Museum Member /Former rep, AFGE, AFL-CIO**
- **Saiyare Refaei, Community Member**
- **Jake Kleinknecht, Union Member / WFSE**
- **Daniel Yzaguirre-Vidaurre, Union Member / AFSCME Local 304:** There is strength in numbers! Unions are democracy and unionization is an American right! Keep fighting the good fight! I stand with you!
- **Jamie Wyatt, Union Member / WFSE:** The economy needs to catch up and provide workers with a livable wage that reflects the economics of our counties and state.
- **Manny Lopez, Union Member / DOH**
- **Cora Leigh, Union Member / WFSE Local 1671**
- **Garrett Kelley, Union Member / DOH**
- **Thomas Roney, Union Member**
- **Heather Mygatt-Tauber, Union Member:** As a current union member, who no longer works in museums, but has a masters degree in museum studies I stand by the Tacoma Art Museum and strongly support their efforts at unionization.
- **Carolyn D**
- **Larissa Podzaline, Artist**
- **Suzanne Caines, Union Member / Washington State Patrol:** I totally support this!
- **William Easterly, Union Member / CSTC:** I support the efforts of this union in trying to get the results they are going for. I look forward to hearing more about your organization.
- **Graham Parrington, Union Member / WFSE Local 443:** In solidarity
- **Joshua Lei, Union Member:** Welcome to the union family!
- **Yoanna Betsacon, Union Member / WFSE:** I support TAM employees
- **Jhaleh Akhavan, Community Member**
- **Simon Wright, Artist:** TAM is a phenomenal museum, I say that as a life long Seattleite. That said, none of the amazing shows would happen. Employees deserve fair wages,

transparent leadership and opportunities to ensure this is a vibrant museum, and not a stale place for art.

- **Dionne Cornwall, Union Member / WFSE:** We all deserve rights in life and living wages and respect goes hand in hand.
- **Lori Wienke, Union Member / UUP**
- **Wilson Bowden, Union Member / AFSCME:** I do not believe it is reasonable or appropriate to not pay workers a livable wage. Otherwise the rest of the workers have to fill that gap with services like food stamps etc.
- **Amy Parshall, Community Member**
- **Ken Grubb, Union Member / WFSE Local 443 Executive Board Member:** When we fight, WE WIN!
- **Yvette Brown, Union Member / DSHS**
- **Elizabeth Baldo, Union Member / SEIU 1199NW**
- **Andrea Schneider, Union Member**
- **Robin Rowedder :** I grew up with a deep love of artistic expression fostered by my artist parents. I am a union member and my experience is that membership in collective unions facilitates more people having access to art!
- **Susan Ward, Union Member / UWMC: I support this cause!**
- **Rachel Svinth, Artist / Washington State University**
- **Grace Park, Union Member**
- **Zane Scott, Artist**
- **Dolyn Jarecki, Tacoma School of the Arts**
- **Katherine Spinella, Artist**
- **alexis roberto, Arts Worker**
- **Rebecca Hanley, Artist**
- **Julia Pitts, Community Member:** As a lifelong museum fan, museums have enriched my life in ways that no other medium could. Being able to wander around, look at things in person from multiple angles and different lighting, and being able to easily visit and revisit placards to gain context, are experiences that you just can't get anywhere else. The people who provide these experiences deserve to be able to provide for themselves and their families. Recognize the human spirit. Recognize the union.
- **Jonathan Ulrich**
- **Sara Cunningham**
- **Debbie Gath, Community Member / Teamsters Local 38:** All workers deserve the right to organize and be a part of their benefits and work conditions. The TAM would have even more members and community support if they embraced workers wanting to unionize!
- **Kasi Perreira, Artist / Washington State Labor Council, AFL-CIO:** We stand with TAM Workers United!!!
- **Elizabeth Pernotto, Community Member**
- **Saleem Williams, Union Member**
- **Starr Harvey, Union Member**
- **Elena Gross, Community Member / Berkeley Art Center:** I stand in solidarity with the workers of TAM. Every person deserves dignity, respect, and a living wage. It is time that

institutions put their DEI training into practice and make the necessary changes that ensure an equitable and just future for all museum works and communities.

- **Kash Anquillano, Community Member**
- **Talia Caldwell, Artist:** Everyone in the arts community, whether they are an artist or not, deserves a livable wage and respect as an employee.
- **Kimberly Klontz, Community Member**
- **Raymond Lanning, Community Member:** So proud of museum staff for organizing and demanding what should be every workers due: a living wage, respect and recognition from the administration! Don't back down!
- **Bria Chakofsky-Lewy, Union Member**
- **Kate MacDougall**
- **Louise Morehead, Union Member / AFSME Interpreters United Local 28**
- **Jessica Ryan, Community Member Solidarity from Olympia and Olympia DSA!**
- **Reuben Breslar, Artist**
- **Julie Schwampe, Union Member / DCYF:** I support TAM workers!
- **Jennifer Sievert, Union Member / WFSE:** Proud of your fight for your rights as workers and for uniting to seek what you deserve!
- **Saila Erion**
- **Mark Collins, Community Member:** As a season ticket holder in very disappointed to hear that TAM has not recognized the employees union. The employees have the right to organize and I want management to recognize the union and bargain with them.
- **Alexandria Nickerson, Community Member:** Please unionize it's for the peoples best and it's what they deserve. People before profits because there would be no reasonable profits without humane people.
- **Forrest McGarvey, Artist**
- **Patti Dailey-Shives, Union Member / AFSCME Local 53:** Employees should have the right to organize and join a union.
- **Sammy Cheung, Union Member**
- **Devin Rydel Kelly, Community Member:** I'm so excited to see the workers at TAM organizing to improve conditions for ALL in their workplace. I hope that the Museum leadership voluntarily recognizes the organizing campaign and honors Tacoma's long tradition of supporting workers in the arts and being a union town! Solidarity to all!
- **Amy Valentine, Union Member / WFSE Local 843 :** Stronger united, lets do this!
- **Jan Wanot, Business Owner / WA Management LLC:** Please create equity for your hard working employees!
- **Elliot Berkley, SOTA student**
- **Scott Kilts, Artist:** All workers deserve fair treatment and living wages
- **Sophia Dzyban, Community Member**
- **Eric Nelson, Union Member / AWAAG-AFSCME Local 5297:** All workers, including art and cultural workers, deserve a livable wage and decent working conditions. The TAM Board of Trustees should acknowledge TAM Workers United and meet them at the bargaining table.
- **Maria Lux, Artist**
- **Margo Greenman, Community Member**

- **Thomas Clough, Union Member / Retired cement mason**
- **Bella Baretich, Community Member**
- **Hanna Morrell, Community Member / Pacific STOA:** Well done TAMWU for organizing and building community! Recognition by the board of directors is important as TAMWU is critical for equitable growth for the museum and the community.
- **Kelsey Hilmes, Community Member**
- **Tyler Sandness, Community Member:** Every workplace has the right to organize! Museum workers are hard, dedicated professionals who bring culture and learning into Tacoma. They should be able to work together collectively to ensure that the staff is well taken care of, and those who are pursuing a career in museum studies have an open door to start their careers.
- **Kevin Allen, Union Member / WFSE Local 843:** I believe that every worker has a right to collectively organize to bargain with their employer. If they choose to do so, the employer should respect their decision and recognize their UNION.
- **Nakane Fernandez, Community Member / Tacoma Democratic Socialists of America**
- **Sun Elna, Community Member / AFSCME District Council 37**
- **Wil Hughes, Community Member**
- **Hannah Dexter, Artist:** I support this union, through and through. It takes a verdant, committed, and supported community such as this for art to flourish and reflect.
- **Karen McLean, Union Member:** Art museum workers are doing great work! They make art accessible to all of us. Respect their value to our community.
- **Scott Davis, Community Member:** Owners and high-level employees of many organizations nationwide enjoy both the peace of mind and the special privileges afforded to them by wealth. Meanwhile, the blue-collar employees who are responsible for generating that wealth are treated as disposable and denied fair pay, health benefits, and a real voice in the decisions that impact them. The wealthy in our country need to realize that power is something given to them and, if abused, can be taken away. I support any person in any industry that wants to make sure those responsible for the work have the voice and authority to match.
- **kate holub, Union Member / South Seattle College:** I strongly support and stand in solidarity with TAM Workers United! I am proud to welcome our powerhouse TAM siblings to WSFE and so admire their dedicated work and advocacy for TAM workers to be treated with dignity and respect in every aspect of their invaluable work.
- **Blake Thompson**
- **Jane Billinger, Union Member**
- **Daisy Diamond, Artist**
- **Charles Rogers, Community Member /Academy Film Archive**
- **Dakota Hommes, Union Member /Daniel Boone Regional Library + AFSCME Local 3311:** Union solidarity!
- **Wendy Rigby, Union Member /Daniel Boone Regional Library + AFSCME Local 3311**
- **Sheila Majumdar, Union Member /Art Institute of Chicago Workers United**
- **Lu Denegre, Union Member / Penn Museum Workers United**

- **Tani Lindquist, Union Member / WEA-Sammamish UniServ Council:** All workers should have the right to unionize and have a seat at the table.
- **Tori Patrick, Union Member / Daniel Boone Regional Library + AFSCME Local 3311:** Solidarity from Mid-Mo! CWUs stand together! Y'all got this!!
- **Ryan Moore, Community Member:** TAM workers deserve to stand on more equal footing with their employer at the negotiating table so they can demand more just compensation.
- **Chriss Jones, Union Member / Daniel Boone Regional Library Workers United, AFSCME 3311**
- **Korrena Cooper-Poe, Community Member**
- **Irma Hesse, Union Member / WFSE**
- **Liz Levine, Union Member / AFSCME Cultural Workers United:** Museum solidarity!
- **Thomas Cline, Union Member / Peninsula College WFSE local 1463**
- **William Johnston, Community Member / Retired Union Organizer:** As a 30 year Union Representative and veteran of many organizing campaigns the best advice is to just keep at it and don't let the bastards get you down!!!!
- **Michael Wall, Union Member / WFSE Local 443**
- **Jani Hitchen, Union Member: Unions are one of the backbones of our country.**
- **Brianne Turner, Community Member**
- **Kristin Hollingbery**
- **Willie Ellenberg, Union Member**
- **Katelyn Van Velkinburgh, Community Member**
- **Ronald Hsu, Museum Member**
- **Teresa Hsu, Museum Member**
- **Josephine Holland, Community Member**
- **Jessica Sheinbaum, Artist:** Tacoma Art Museum workers deserve a living wage and the right to collectively bargain. You state that you have a “commitment to championing policies and practices that value diversity, foster equity, and empower an accessible and inclusive culture as part of civic society” If you want to stand by your vision, you will do the right thing and recognize the union. Art is often about the history of all kinds of struggle - as an art museum you should show that you support the struggle of your employees. Don't union bust !
- **Zoe Nelson, Community Member**
- **Devin Ganley, Community Member**
- **Ryan Branchini, Former TAM Employee:** As a former employee, I wish there was a union in place to help me and my colleagues from an extremely toxic work environment.
- **Brendan Allen, Union Member**
- **Katie Judson, Community Member**
- **John Claypoole, Community Member:** I support the TAM workers in their efforts to secure adequate pay, benefits and, working conditions for their staff. They serve a vital role in our community and deserve to be fairly compensated and fairly treated.
- **Gwendolyn Wiegold, Union Member:** Sending CWU support from Los Angeles!
- **Jackson Millikan**
- **Hillary Ryan, Former TAM Employee**

- **Gregory Bartow, Union Member / Field Staff Association**
- **Lisa Oldoski, Community Member / AFSCME Local 3787:** TAM administration, support your workers, the museum succeeds due to their commitment and work. They deserve a voice. Tacoma is a union city, we stand with your workers, it is time for you do right by them, acknowledge the union, commit to fair bargaining.
- **Victoria Nanney, Union Member / WFSE:** As a former citizen of Tacoma and past guest of the TAM I wholly support the TAM employees in seeking union support.
- **Maria Stukenborg, Community Member**
- **Kathleen Black, Community Member**
- **Linda Rydman, Museum Member / Field Museum Chicago and Others:** I have always supported the work of such cultural and educational organizations- it's imperative we do so and share with our children and community.
- **David Jensen, Union Member / Bellevue Education Association**
- **Danielle Hirano, Union Member / WFSE OPEIU Local 8:** TAM workers deserve a union and better working conditions. Power to TAM workers
- **Halle Dee, Community Member:** I love this museum, and I fully support workers unionizing to make their jobs work for them.
- **Chris Fries, Union Member / DCYF**
- **Matthew Erlich, Community Member:** TAM long ago should have invested in its employees when it was investing in a building. Employees make the museum!
- **Jennifer Hallman, Union Member**
- **Kurt Spiegel, WFSE Executive Director**
- **Daniele Todorov, Union Member**
- **Michael Rexroth, Union Member**
- **Jessica Rychtarik, Community Member**
- **Gwen Kempe, Community Member**
- **Lilly Hern-Fondation**
- **Addy Rabinovitch, Community Member**
- **Erika Bentley Holland, Community Member:** Museum work is unnecessarily precarious and our shared heritage suffers because of it. Through the last 2 recessions, museums have laid off the lowest paid staff and piled more responsibility onto fewer workers without adequate compensation. Security guards, visitor services staff, and contractors are often the most diverse and least privileged staff members. I hope this movement spreads from TAM to other institutions!
- **Jordan Mierzwik : yes yes yes!**
- **Michele Stelovich, Union Member / WFSE Local 889**