## THE **MUS-EUM UNION WAVE**

Data on this timeline came from public secondary-source

records, secondary-source media accounts, and email or phone exchanges with union members and leaders, as well as from union and museum social media accounts and press releases. The figures given for union sizes, director salaries, and annual operating budgets do not reflect any cuts, layoffs, or furloughs implemented in the wake of the COVID-19 crisis

In the months since the bulk of research for this project was completed, union efforts have gone public at the Milwaukee Art Museum; Museum of Fine Arts, Boston; the Portland Museum of Art, Maine; Meow

Wolf, Santa Fe; Walker Art Center, Minneapolis; Film at Lincoln Center and Poets House, New York; and

No summary could be comprehensive,

No summary could be comprehensive, and this timeline is certainly not. Its relative accuracy owes a debt to the reporters who followed these stories on the ground and in real time. In particular, gratitude is due to Alex Greenberger at ARTnews; Ben Davis, Sarah Cascone, and Eileen Kinsella at the transfer of the comprehensive in the control of the comprehensive in the comprehensive in

artnet news; Zachary Small, Benjamin Sutton, Valentina Di Liscia, and Hakim

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and Lucia Love, co-hosts of the Art &

Maxwell Paparella for ART PAPERS. It was edited by Sarah Higgins, copyedited by Ed Hall, and fact-checked by Kyra Baker. The labors of EC Flamming were likewise essential to its completion. An essay and a glossary of terms is available on ARTPAPERS.ORG.

timeline was assembled by Maxwell Paparella for ART PAPERS. It

records,

19 crisis.

perhaps elsewhere.

Labor podcast.

This

Philadelphia Museum of Art



AFSCME District Council 47 has represented museum workers from across 20 departments since 2020.

The museum is currently in the midst of a major capital campaign, with \$473 million raised of its \$525 million goal. In 2017, it undertook a \$228 million expansion project. In 2016, CEO Timothy Rub's salary was \$613,716.

Children's Museum of the Arts

MOCA Los Angeles, CA



UAW Local 2110 has represented ~65 full- and part-time teaching artists, as well as visitor services and administrative workers, since 2020.

The Shed occupies a new \$500 million building, which was sponsored by the city and built on public land. As of 2017, artistic director and CEO Alex Poots's salary was \$870,000.

The Shed New York, NY

AFSCME has represented >120 workers from almost every department—including visitor engagement, education, exhibitions, communications, retail, and AV, but not curatorial—since 2019.

UAW Local 2110 has represented ~75 frontline staff referred to as VXA (visitor experience associates)—including gallery assistants, greeters, ticket takers, ushers, and other part-time, hourly-waged workers—since 2019.

As of 2020, the museum had an endowment of \$137 million. The museum has declined to release director Klaus Biesenbach's salary.

Marciano Art Foundation



AFSCME District Council 36 proposed to represent ~70 part-time visitor services workers in 2019, but the foundation closed before an election could be held.

As of 2015, founders Maurice and Paul Marciano were worth \$1.2 billion. They are two of the four founders of the clothing brand Guess, famous for union-busting since 1996, when it moved its factories from LA to Mexico and South America. In 2013, they bought the building for \$8 million.

UAW Local 2110 has represented nine visitor center educators, eight part-time and one full-time, since 2016. The center completed a \$3.3 million renovation.

Harriet Beecher Stowe Center

ST@WE CENTER

IBEW Local 465 has represented 48 hourly-waged workers since 2019. The museum has a \$4.8 million operating budget.

The New Children's Museum San Diego, CA

Milwaukee Public Museum



AFSCME Local 526 represents ~100 full-and part-time workers, including ticket collectors, educators, maintenance staff, and scientists.

The museum is a public-private institution. In 2020, it received >\$3 million from Milwaukee County, in addition to millions in private donations. Currently plans exist to move out of the county-owned building to a new \$100 million facility, which management says must be done to maintain accreditation.

Frye Art Museum

Seattle, WA



The Art Workers Union, an independent and unaffiliated union, has represented six security guards since 2019.

CEO Joseph Rosa's salary is >\$229,000. Museum trustees receive the equivalent of \$115/hour for their "service."

BAM Brooklyn Academy of Music

Brooklyn, NY

media



Unions represents 7 bargaining groups at BAM. This timelines features the largest and most recent, UAW Local 2110, which has represented ~145 administrative workers and cinema staff since 2019.

As of 2018, BAM's endowment was >\$97 million.

Tenement Museum



UAW Local 2110 has represented ~75 visitor services, retail, advance sales, and education staff since 2019.

The museum's annual budget is ~\$11 million. They began an \$8 million expansion project in 2016.

- 2010 and 2014, revious efforts to unionize fail.

Guggenheim Museum

New York, NY



IUOE Local 30 has represented ~140 installers, maintenace workers, and art handlers since 2019.

As of 2020, the museum's endowment is ~\$90 million. As of 2019, director Richard Armstrong's "total compensation package" was worth \$1.4 million.

Fall 2017, An experienced carpenter slices his hand open on a table saw during installation; co-workers suggest he was "pushed to the brink by long hours and weekend work."

Whitney Museum of Art

Teamsters Local 966 represents art handlers at the museum, but this timeline features the efforts of non-unionized workers and artists to effect change to the Board of Trustees.

Vancouver Art Gallery

Vancouver, BC



CUPE Local 15 represents ~200 workers including curators, AV staff, membership, preparators, librarians, coat check workers, designers, visitor services, etc.

The gallery's annual operating budget is ~\$25 million USD. Director Kathleen Bartels's salary was ~\$264,000 USD before her 2019 departure.

← July 2017, Previous contract expires; 8 months of bargaining follow.

New Museum

New York, NY



UAW 2110 has represented ~50 administrative staff, art handlers, front desk and gift shop workers since 2019.

In 2016, the museum raised \$43 million toward an \$80 million capital campaign, earmarking money for expansion and tripling the size of its endowment. As of 2018, direct Lisa Phillips's salary was \$764,738. In 2019, the museum announced a \$20 million expansion project.

Mar. 12–13, Five workers begi attending "Changing the Balan We Deserve: Salaries, Promoti the museum hosted as part of

SFMOMA

San Francisco Museum of Modern Art

San Francisco, CA



OPEIU Local 29 has represents 245 workers in many departments, including curators and installation workers, since 1972.

MoMA PS1



IUOE Local 30 has represented two bargaining units, (1) ~30 part-time installation and maintenance workers, since 2015, and (2) 23 full- and part-time visitor engagement workers, since 2018.

In 2013, then-director Klaus Biesenbach's salary was \$315,000.

MoMA

New York, NY



Unions represent five different bargaining groups at MoMA. This timeline features the efforts of UAW Local 2110, also known at MoMA as PASTA (Professional and Administrative Staff Association). They have represented ~250 technical, office, and professional workers—diffice, and professional workers—etc.—since 1971.

In 2019, the museum's endowment was >\$1.2 billion. The museum undertook a \$450 million expansion, 2016–2019. Director Glenn Lowry's salary is \$2.2 million.

Last updated: March 2021

Apr. 2-12, OK teachers strike.  Apr. 26-May AZ teachers Apr. 27-1 CO teach		AFSC: Court	7, In Janus v.  4E, US Supreme rules that non-union workers do not have dues to the unions ork on their behalf.		
			:	Jul. 31, Klaus Biesenbach becomes the director following a tenure at MoMA PS1, during which he was named in Nikki Columbus's discrimination sui	e t.
				Aug	g. 28, President & CEO Dennis Kois igns amid investigation by museum rd of directors into rumors he had
				resi boo an a	igns amia investigation by museum dr of directors into rumors he had affair with a subordinate.
discussing unionization after e of Power and Getting What ns, Mentorship," a workshop Sexual Harassment in the					
ns, Mentorship," a workshop Sexual Harassment in the	May, Contract negotiations begin.		Jul. 19, Organizers distril literature that targets dir	oute Aug. 9, Twelfth bargaining session. Nestoring demands fair compensation for overling.	Annagement holds at ority of members. Union
			Jul. 19, Organizers distrit literature that targets dir Neal Benezra outside as si of Shaft (1971): Stopp gi SFMOMA workers the Si Jul., Nikki Columbus sues the museum for discrimination, alleging that a job offer was rescinded after management's discovery that she has a young child.	reening demands fair compensation for overfitting dress code for frontline staff; cost-of Aug. 2, Aug.	ime work, elimination of -livining wage increases.  28. Tentative agreement reached, with 3% across pard raises every year, a job reclassification proo after vacation accrual increases.  Sep. 6, Union approves 4-year contract.
Apr., New contract negotiations begin.	May 20, Previo	us contract expires.	orner was rescinded after management's discovery that she has a young child.	Aug. 6, Museum-wide walkout. ~200 workers gather in lobby wearing union shir chanting "Modern art/ Ancient wages."	rts,
'18 May	'18 Jun.	lay 31, Hundreds picket outside annual Party in the Garden" gala, calling the cition a "Party on the Pavement."	. '18 Aug.	Aug. 16, Union appro contract after 4 month negotiations: museum-w secured, proposed conci health insurance costs ro	ves 5-year is of i'de raises essions on ejected.

		Jan. 14–22, Los Angeles teachers strike.						
					Los Angeles teachers strike			
		New 20 observation begin to this		Dec, ~40-50 educators meet				
		Nov, ~30 educators begin talkiv unionization; they express conc wages, hours, sustainability, sa' changes in top-level manageme construction on museum buildir	ern about fety, recent ent, and	Dec40-50 educators meet to discuss unionization.				
						Feb. 9, PA.I.N. (Prescription Addiction Intervention Now) stages die-in at the Guggenheim atrium, protesting the role of the Sackler family—longtime museum donors—in the opioid crisis.	Mar. 22. Mu sei to decline Sacki	
						in protest of Kanders.	Mar. 22. Dec and Action." Free Friday a	
					Jan. 23, Patron announc Jan. 28, Unic	ses \$40 million donation to construct new buildin ni sisues 72-hour strike notice. Feb. 3, Management submits contract prope keep up with inflation and a scheduling polic Feb. 4, Union advises members to vote age Feb. 5, Workers strike over low wager Feb. 10, Meeting with mediator.	sal including wage increases that do not that would create a two-tiered system. inst contract.	
beg. Oct., Union drive begins.					combat the outright propaganda a Jan. 11, Majority of the propose Jan. 18, Open letter fro		ment's lawyers]." port of unionization. union firm to "sow fear and hostility."	
;- ess,								
	Oc ma	t. 31, Previous installation and intenance contract expires. Nov. 18 museur policies	8, Action outside m in protest of w s.	2018, Visitor engagement worker fired, allegedly due to union activities.  2018: Another visitor engagem worker meets with UAW Local before deciding on IUOE Local 3 end 2018, Museum rengagement union at	0.		Mar, 26, Nikki Col undiselo	
'18	Nov.	'18	Dec.	'18 Ja	n. '19 Feb.	'19 Mar.	'19 Apr.	

	May 21, Curator K Studio Museum in Art during the Am M cir.	imberly Drew discloses her salaries at The Harlem and at The Metropolitan Museum of rican Association of Museums conference. y 31, Art + Museum Transparency salary-share culating; to-date, it has accumulated more than 3 Jun. 20, Association of resolution urging an en an exception for those	spreadsheet begins ,000 entries. Art Museum Directors passes d to unpaid internships, but makes that offer academic credit.	
Apr. 5, The Shed opens.				
гул. о, The Oriso Opens.				Aug. 9, Board member and Hudson Yards developer Stephen Ross hests fundräsier für Obnald Trump, Aug. 10, Zachary Drucker and A.L. Steiner pull their work from the exhibition Open Call. Aug. 15, Fashion brands cancel scheduled shows at The Shed. Aug. 25, D.J. Thanushka Yakupitiyage and dancer Elsz prot their Open Call performance, wearing Decolonize This Plac
	May 21, Small maets with DR	group of workers W rep at coffee shop.	Summer, Weekly planning meetings: authorization cards signed and gathered.	Sep. 20, Petiti to unionize, de
	illees will loc	Jun. 13, Museum announces \$100 million building project		Aug., Contract negotiations begin; union demands "livable wages, affordable health insurance, and paid
	May (S.14	new location.  30, Workers announce intention to unionize, citin-	g low wages Ju	parental leave:
Apr. 8, Initial NLRB letters filed. Apr. 16, "Turf war" bef	May 15, Annual benefit	May 31, Press conference outside museum with Jun. 6, CEO distributes anti-union litera Jun. 7, Mgmt. announces it will not ri the Record Straight* FAQ; workers w Jun. 13, Solidarity Night at tl	ture to workers. scognize union. Union distributes "Setting rear union stickers during their shifts. he Frye. vote to unionize, 6-0.	whands for higher wages and just-cause firing; EO will fail to attend a single session.  Aug. 5, Art Workers Union Day declared by City of Seattle.  Aug. 30, Union encourages applicants to the understaffed department, cle
IATSE and UAW disput union will represent B/ Apr. 19, Union p referring to the and demanding	see which M workers, M workers, sets social media introduction, sorkers as BAM's "lifeblood" a real seat at the table." digmt. emails workers "BAM Union Fact Sheet."	Jun. 13, Vote to unionize,	119-26 in favor.	
Apr., Mgmt. holds captive-aud before agreeing to act in neut Apr. 15, Vote to union um says they will begin er funding.		Jun. 6, Petition filed with NLRB. Worker intention to unionize, with complaints in	s announce hufing law wange	Sep. 9, Contract negotiati director will fail to appear at a
plonize This Place launches "Nine Weeks of Art	May 17, Whitney Bienn	no structure for raises, and unsafe wor Jun. 11–14, Management cond consults with Epstein Becker G Jun. 13, NLRB hearing; Gugg	king conditions.  ucts captive-audience meetings; reen, a "union avoidance" firm. genheim representatives decline to attend.  7, Vote to unionize, 57-20 in favor.	bergaining meeting.  Dishes "The Tear Gas Biennial," by Hannah Black, Ciarán Finlayson, and Tobi Haslett.
staging demonstrations in the galleries during dmission to demand the removal of Kanders.	Greenwich Village, depl of a tear gas canister th May, Director Kathleen Bartels steps down after	ial opens. Demonstrators in to Kanders' residence in byling an oversized model late mits dry ice vapor.  18 years.	Jul. 25, resigns	t artists ask that their with from the Biennial. Before the works are removed, Warren Kanders from board, as does Allison Kanders from board, as does Allison Kanders from her position hali person of the painting and sculpture committee.
		Jun. 25, Den	nonstration outside summer exhibition te opening remarks, which usually take	Aug. 29, Union releases an open Sep. 19, Social me
		place in the I releases ope Jun. 26, M	obby, are moved to the top floor. Union n letter to management. In letter to management anagement announces museum expension, \$63 million for its construction.	lettier to the director after management appeals NLRB ruling that associate curators and a senter selfur of publications of the public of the
Museum settles with umbus for an				Sep. 1, Visitor engagement bargaining unit begins first contract, with wage
umbus for an sed amount.				unt begins first contract, with wage increases and a pension plan that includes part-timers.
110	110	110	110	110
'19 May	'19 Jun.	າສ Jul.	'19 Aug.	'19 Sep. '19 Oc

	6.	Dec. 17, NLRB votes 3-1 to overturn Obama-era Purple Communications ruling, which had allowed workers to discuss unionizing and other matters on company software and servers.			Mar, 20, CARES Act a arts industry reliefs must "remain neutral in effort for the term of 500–10,000 workers. Ma
	Nov., First phase of Frank Gehry-designed renovation opens.		Jan. 10, Allegations surface that a man Joshua Helmer, made sexual advances; multiple workers during his tenure, and museum officials failed to appropriately respond. 400 workers sign a letter ca for accountability and structural chang Jan. 16, Mayor of Philade	toward James A. Cincotta, physically and verb that abused workers. Feb, Management-hired grievance of is replaced after only one day on the e.	counselor
			to "strengthen" sexual ha	Feb. 25, Petit wage and lac	tion filed with NLRB; workers announce intent k of benefits for visitor services and teaching: "poor processes for workplace grievances." Mar. 14, Museum close Mar. 15-16, NLRB elect Mar., Union recogn
ess during		mid-Dec., Stephen Ross	resigns from board of directors.  Jan. 6, Petition filed with NLRB; workers unionize, alleging that working conditions that there is "a lot of ambiguity regarding	are "not up to par" and policies and expectations."	Mar. 13, The Shed close:
hirts.	museum annound Nov. 22, Pet	\$10 million grant from board president, ese it will begin offering free admission in 2020. ition filed with NLRB; >50 workers present mana of intent to unionize, citing poor pay and working	gement with	ent voluntarily recognizes union.	Mar. 13, Museum closes Mar. 24, N its part-tin
	and a "lack o Nov., Mus union is in	of transparency" between management and work eum releases statement: "we do not believe that the best interest of our employees or the museu Dec. 6. Management voluntarily reco	ers. this m." conizes union.		
	Nov. 6, Foundation announces closur	e, citing "low attendance."	offitions and address issues such as scheduling, farkplace experience and will give this careful attent er of Maurice, sits on the board. filed awsuit alleging management violated the WA before mass layoffs, seeking at least 60 days back		
intention to unionize	ed with NLRB; workers announce e. demanding "sustainable positions	Dec. 23, Worker requiring notice b	files lawsuit alleging management violated the WA before mass layoffs, seeking at least 60 days back	RN Act, a California state law pay and the value of lost benefits.	Mar. 14, Center closes staff furloughed until Jan continues to produce digi
with scheduled wag have more voice in a these positions long	je increases, transparency, and to our conditions, to be able to keep ger." Nov. 1, Unanimous vote to unionize, 9–0.				continues to produce digi
	IBEW represe bargaining to unionize, 34–14 in favor.	sargaining committee ontract training" with ntatives.  Dec., Drafting first proposal for contract.	Jan. 7, Contract negotiations begi	<b>.</b>	Mar. 16, Museum clo all workers to be paid ti
Oct. 22, Press	conference in front of museum.		Dec. 31, Previous contract expires; management's insurance deductible, eliminating cost-of-living adju- cuts to the 401 (Ng. and an unusual provision that increasing premiums by 15%. Lowest-paid worker Jan. 18, More than 50 for fair contract durin	s offer includes tripling workers' health ustments, pay freezes for senior workers, would track the private medical data of would track the private medical data of your senior workers, swould still be making less than \$11/hour. workers and supporters picket you Museum Week activities.	Mar. 14, Museum Close
Oct. 2, Mgmt. consents to close during cleaning, bowing to union's safety demand	Nov. 11, "In June we had a staff ds. 13 Now we're down to seve	of on."	Jan. 16, Union launches Jan. 27, Union rep	solidarity fund. orts progress in contract negotiations.	Mar. 12, Museum closes du Mar. 18, With no wor staff & hourly worker
			Jan. 2 worke	29–30, Union members join SEIU Healthcare 119 ers on the picket line at Swedish Medical Center.	99NW Mar. 25, N paid for re
Oct. 10, Contract negotiation	s begin.				Mar. 13, BAM closes due
		n issues response mail* from mgmt.  Dec. 11, Mgmt. disables staff- wide email communications, except those approved by mgmt	t.		Mar. 7, Union alleges mgmt. "is doing all Mar. 13, Museum closes Mar. 15, Union establishe Mar. 19, Mgmt. has lai A museum fundraisei Mar. 24, Mutual Aid Mar., Director tak
<b>egin;</b> e	Nov. 5. Museum hosts panel on "Basqu The Untold Story," excluding the exhibit cheeding LaBouvier first Black and accuses the museum of "institutional vi "weaponizing bodies of color."	cion's curator, nan to curate a solo ce. LaBouvier	Jan. 2	27, Members wear union T-shirts to work.	Mar. 13, Museum closes be paid wages and benefits Mar. 17, Union reports Mar. 25–30, Freela
	Nov. 14, Museum ann its first full-time Black	punces niring of Ashley James, curator.			Mar. 12, Museum closes du
	Nov. 14, Museum ann its first full-time Black	Junces niring of Asniey James, Curator.			Mar. 12, Museum closes du Mar. 16, Gallery clos
	Nov. 14, Museum ann its first full-time Black	Junces ning of Asney James, curator.			
arathon weekend of bargaining begins. Unic lajority to authorize a strike if agreement is 0, Tentative agreement reached for 5-year ant wage increases, reductions in health ca	its first full-time Black on votes not reached. contract including	Junces niring of Asniey James, curator:			Mar. 16, Gallery clos Mar. 12, Museum closes du Mar. 24, Union r resort to layoffs
arathon weekend of bargaining begins. Unic ajority to authorize a strike if agreement is 0, Tentative agreement reached for 5-year ant wage increases, reductions in healthcar 0, and a grievance procedure.	its first full-time Black on votes not reached. contract including re costs, increases	Junces niring of Asniey James, curator.			Mar. 16, Gallery Clos  Mar. 12, Museum Closes du  Mar. 24, Union resort to layoffs distributed propo  Mar. 13, Museum Closes  Mar. 13, On-ca
arathon weekend of bargaining begins. Unic ajority to authorize a strike if agreement is 0, Tentative agreement resched for 5-year rant wage increases, reductions in healthcar 0, and a grievance procedure. Oct. 2, Contract ratified by union, 53-3	its first full-time Black on votes not reached. contract including re costs, increases	Junces niring of Asniey James, curator:			Mar. 16, Gallery Clos  Mar. 12, Museum Closes du  Mar. 24, Union n  resort to layoffs distributed propo  Mar. 13, Museum Closes  Mar., 13 on-ce another 156 fur -educed hours.
Oct. 10, New Sanctuary Coalition calls for Larry Fink to divest from private prison I Oct. 18, Demonstrato divestment at VIP pre Oct. 20, 3450 with free admis	on votes on treached. contract including recosts, increases 3.  Doct. 30, Phil Collins withdraws video from exhibition in support of demands but MoMA board member and BlackRock CEO Larry Fink resign or divest from private prisons.	need resignation of board member			Mar. 16, Gallery close  Mar. 12, Museum closes du  Mar. 24, Union re resort to leyoffs distributed propo  Mar. 13, Museum closes  Mar., 131 on-ca another 156 fur  ~60% of staff;

ting that borrowers y union organizing oan" if they employ		"to express our outro Jun. 19, ILWU s	organizing as #ForTheCulture release "An open ade and discontent [over] consistent exploitation tops work at all 29 West Coast ports for 8 hours	and unfair tratment of Black / Brown people." to commemorate Juneteenth:	
D, One-day Amazon stacart strike.		UAW workers s	tage an 8-minute, 46-second work pause in mem	ory of George Floyd. Aug. 18, Tate (UK) ga Aug. 21, NLRB re that a worker spe	   <b>llery workers strike</b> over planned lay-offs of scinds the rights of unions to bargain for paid a  aking about a company's COVID-19 safety plan
e to COVID-19. Apr. 2, Museum announces salary cuts but sa t will attempt to avoid layoffs through June. Apr. 7, Work on museum expansion	, ,	Jun. 6, Mgmt. disputes union filing, inc Jun. 10, Union asks managem Jun. 21, Mgm Jun. 22, Ll Jun. 24, M	in to unionize in open letter to director, demanding so of museum. Juding size and composition of the proposed bar, substing size and composition of the proposed bar, ent to act with neutrality and end relationship with it. declines to voluntarily recognize union. Union in RB hearings begin; mgmt's lawyers argue that the useum announces plan to cut >100 workers (>20, Election agreement reached.	a safe reopening, anti-austerity measures, tran- aining unit.  1 "union avoidance" firm and gold-level corporat leases open letter.  e bargaining unit should be split in two: "core" a % of stafff) vá furloudhs, voluntary departures, .	sparency, and a fair election.  e donor Morgan Lewis.  d "non-core" staff. and lay-offs.
o unionize, with concerns including the startin s, low salaries, expensive healthcare for full-t	me furlo	26, Management attempts to lay off 3 additiona	1	Aug. 6, Vote to unionize, 181-22 in f Aug. 21, Uni	on launches mutual aid fund.
e to COVID-19.  stponed; workers had planned to walk over d by management.  Apr. 3, Museum has laid off 50 part-time wo Union has won recall rights for part-time and		lay 31, Union postpones launch of Mutual Aid f urrounding the memory of George Floyd, and th acism and police brutality across the country." Jun. 24, Ui	nose fighting against anti-Black nion launches Mutual Aid Fund. Jul. 19, Union begins ho on Instagram Live to rais	sting "mini-telethons"	
ne to COVID-19.  O, All facilities and frontline staff furloughed.	negations for full-time.		on nistagram Live to ruis	6 mada ad mas.	
to COVID-19.					
um has laid off all 97 of rkers, >50% of staff.					
e to COVID-19; 2021, but museum ontent with contractors.	May 15, Union alleges th advantage of the pandem workers with volunteers' reclassify workers to shr	at "management is taking ic," attempting to replace paid n contract negotiations and to nk the size of the bargaining unit.			
due to COVID-19;	May 15. Thirty-three unit	on workers (80% of union) and 17 non-union w	orkers		
gh at least March 31. r. 1, More than 50 hourly workers furloughen nefits guaranteed through end-of-month. Pay sected upon return. Mutual aid fund establish Apr. 21, Heali	laid off without warning, to be paid throu warning, touts May 22, Unio ed. May 25, Warder extended through May. workers be Health, dental, and vision insurance extended	workers furloughed including 8 union member	rs.		
e to COVID-19.	Spring, 104 full- and part-time workers furloughed; executives take salary cuts.				
COVID-19.  m management, union demands it "continue teir usual income through the duration of the i. announces that workers will be reschedules through end of Aprili. r. 31. Scheduled bargaining session is cancel or. 1, Security guards are still working. CEO r Apr. 10, Mgmt. fires 21 workers, including to	pay increases and guaranteed a raises.	include annual			
Apr. 13, BAM announces pa through August for director	y cuts of ~33-40% and executives.  May 1, Union announces 25 members have been laid off and 84 furloughed through August; remaining 55 workers have hours and	Jun. 20, Union	announces DEI Mutual Aid Fund for BAM staff.  Jul. 10, Union asserts that if BAM's and president had forgone their six- during shutdown, all furloughed wo be working at reduced hours.	figure salaries kers could still Aug. 12, Union reports that BAM "voluntary separation incentive" to	Se be has implemented a "reduce staffing
n to hold out on giving front-facing workers : to COVID-19, furloughs 40 full-time worker tual Aid in Hardship Fund for internal donatic 13 workers, refuses to pay frontiline staff peen announced with no indication of when peen announced with no indication of when tright pund begins accepting outside donatic we salley reduction.	rs. ons. ist March 20. noney will go.	veheck	workers from Jul. 24, U by manag	costs," déspite having received a \$ gement lays off all 71 part-time educators and in retail, marketing, and visitor services departme nion files ULP complaint, alleging illegal layofs a ment to bargain in good faith: "the pandemic of a sa no pportunity to circumvent our unionizati	5 hourly ints. nd a refusal osure is
Protection of closure and on-call workers be payment. On the control of closure and on-call workers be payment. work pay past March 29 for work thorkers send open letters to management, as pr. 2, Union demands gov't relief money be "me staff and the honoring of hours committe Apr. 10, Museum furloughs 92.	tection Program (PPP), recalls 40 furloughed we i session. Union demands full-timers paid for scheduled hours. by have canceled, asks if top staff will be paid. king to be paid for scheduled hours. tied to the continued employment of full dt ob y 'on-call' staff.'	rkers. Jun. 2, Chaédria LaBouvier responds critically to HBlackout Luseday post as "the first Black curator in your 80 year history."	ratorial department sends letter to leadership den nment that enables racism, white supremacy, and n. 29. Current and former workers circulate letten ordemining museum's "failure to create a diverse but and the sendent of the sendent send	l other discriminatory practices." er of 22 demands, and equitable workplace." um.	Se s s s s s s s s s s s s s s s s s s s
COVID-19.  Apr. 2, Museum lays off 76 workers.  Apricator and senior staff take pay cuts.	pr. 29, Union files ULP complaint with NLRB, alle Mi re Ut	ging bad faith bargaining on the part of mgmt.  3y 29, Saferiland tear gas canisters  covered from site of police attack on  civilians in Minneapolis.  Jun. 9, Kanders announces plans  divest Saferiland from divisions t  sell tear gas and riot gear.	leaked d	ocuments indicating dramatic pay gaps along ra Aug. 2 protes discou museu visitor	jai lines.  55, Museum cancels planned exhibition amid ts by artists whose work was acquired at int from racial justice fundraisers, and who thi m had planned to compensate with lifetime passes.  19, 28, Museum reopens to the public.
le to COVID-19.		Jun. 15, Gallery reo	pens to the public. , Anthony Kiendl is named new director and CEO		Sep., Union representatives meet with directo
COVID-19.  so open letter to director, asking her "not to loughs" and insisting "sacrifices should be ately among all Museum staff, including thos pr. 2, Forty-eight workers laid off or furlow inionized part-time art handlers. Only 5 union nanagers will take unspecified pay reductions.	e at hed, including 31 union members. Installation in members remain on staff. No executives are furl, and the director will take a 30% pay cut. Many their accounts are disabled that day.	parod affixes "New efinitely cancelled for 47 pushed or laid off, though some	in., Artists for Workers launches New Museum y website with links to racial justice resources; which was a man and the state of the state of the Museum / Same Old Bullshit," etc. Jun. 30, Management leys off 18 full-and part-thic including bargaining unit chairperson and both sh	Aug. 6, Museum announces it will rect furloughed workers, promises to exter benefits and the second second second Aug. 10, Union files ULP charge, and workers, op stewards.	
to COVID-19. Apr. 22, Furloughed petition to retain staf draw no salary throu work Apr. 23, Museum from federal Payci cancels all 147 pls	workers launch May 28, f, suggesting director Bargaini gh September. May to po	Workers propose and petition for work sharing gommittee reaches agreement in severance ja 30. Former staff member Taylor Brandon critici lice killing of George Floyd, a comment which is Jun. 1, Museum issues public apology for socia Jun. 2, Management lays off additional 55 wo Jun. 4, Director issues apology for decision	and reduced hours as alternatives to layoffs. ackage negotiations. zes museum's response deleted by museum. Imedia post. rkers. to "limit comments" on social media.	Aug. all stu for o	28, Management announces 20% furlough of iff; no response to questions about hazard pe- selte workers.  Sep. 1, Union meets with management to discuss a recalculation of furloughs, tiered salary reductions.
COVID-19.  Apr. 13, Museum furloughs 4 furloughed (>70% of total str making >\$70,000 take 5-409	7 workers ff); executives 6 pay cuts.	Jun. 12, No Neutral Alliance rele	ases list of demands, including director's resignat	on.	Sep. 17, Museum r
COVID-19.  Management terminates ts with 85 freelance educators, to compensate them for tory work already done.	May 6, Management announces it will cut 160 workers before reopening.			Aug. 27	, Museum reopens to the public.
	'20 Jun.		. '20 Aug.		'20 Oc

Oct. 7, Tate (ON) negotiation yields 1	ow Wolf (Santa Fe) workers vote to Nov. 4, Poets House (NYC) wor	unionize; kers file NL	join Communication Workers of America (CWA). RB petition to unionize.	favor; join International Association of Machinis lays off all 9 workers.	re, 278-75 in favor; join United Steelworkers (Cen administration fires NLRB general counsel Peters (IAM).	er Robb, a Trump appointee.
ck leave, hazard pay, and temporary closure is not protected speech and could be a fireal	r; decrees No	ov. 23, Fill	Dec. 1, Walker Art Center workers win vo	ze, 29-4 in favor; join UAW Local 2110. luntary union recognition via card check; join	AFSCME Council 5.	
				Jan. 8, Museum reopens to the public.		
Oct. 16, The Shed	reopens to the public.					
Oct. 7-14, Union shares several tent agreements from unratified contract, grievance and arbitration procedure, and a joint labor management commi	itive including a					
and a joint labor management commi	tee.					
						Mar. 4, Museum reopens to the public.
					Feb. 11, Museum reopens to	the public.
24. Union wins first contract, including priob security, and improvements to healthcome	ay increases, ire.					
			Dec. 22, U including re- and guarant	nion wins first contract, all rights for fired part-timers eed severance pay.		
			-			
24 Management attachment and the transfer					Fala 16 Union min	- 6
24, Management attorneys request that uni ignated area a block away from the entrance 28, Artists for Workers and the Illuminator darity with union and with workers at Gugg ecting messages on its facade: "Seeking Nei ep. 30, Nulseum reopens to members. Union Oct. 3, Museum reopens to the publi	on stage any future demonstrations in , citing "social distancing" restrictions. stage action at museum in				Feb. 16, Union win	s first contract.
ecting messages on its facade: "Seeking Nev ep. 30, Museum reopens to members. Union	nnem Abu Dhabi, Management," etc. stages demonstration outside.					
Oct. 3, Museum reopens to the publi	c. Union stages another demonstration.				mid-Feb., Museum lays off	15 workers corese
					11 departments.	15 Workers across
				Jan., Vancouver and District Labour Council		
				Jan., Vancouver and District Labour Council votes unanimously to endorse the Rent Strike Bargain Campaign, demanding collective bargaining rights for tenants in BC.		
ens to the public.						
Oct. 5, Allegations emerge in the <i>Time</i> detailing dangerous and unethical demands of workers by management.	5,					
Oct. 4, Museum reopens to the pub	ic.	Nov	. 28, Museum again closes to the public.  Dec. 15. Management pr	poses 20% wage cuts while		
			reinstating the director's his usual ~\$1.2 million(ar	oposes 20% wage cuts while salary from 50% to 75% of increase of \$312,000).		
					Feb. 9, Director Neal Benezra ann will leave SFMOMA after 19 years	ounces he
pens to the public.						
'20 No	v. '20	Dec.	'20 Jan	'21 Feb.	'21 Mar.	'21
ZU NO	v. 20	Dec.	علم Jan.	LI Feb.	اک ا	۷.