

**Summary of Proposed Agreement**

**For the Tacoma Art Museum 2025-2027 CBA**

This is a summary that highlights and explains the most significant provisions of the proposed Agreement between the Washington Federation of State Employees (WFSE) and the Tacoma Art Museum. It does not cover every article or every provision.

**Read the complete Proposed Agreement document online at: \_\_\_\_\_\_\_\_\_\_**

**HIGHLIGHTS
OF THE GAINS IN COMPENSATION**

**Article 10 – Compensation**

* **Despite a difficult financial outlook for the museum,** the contract secures wage increases for all represented TAM employees in both 2025 and 2026. The contract also provides additional compensation increases for Visitor Services staff, who are the lowest paid staff at TAM.
* Effective upon ratification of the contract:
	+ Visitor Services staff will get an increase from $16.66 per hour to $20 per hour(20% increase)
	+ Visitor Services Leads will get an increase from $17.70 per hour to $22 per hour (24% increase)
	+ Two Visitor Services Lead positions will be converted from part-time to full-time positions
	+ One Visitor Services positions will be converted to a Visitor Services Store Lead position and will convert from a part-time position to a full-time benefits eligible positions
	+ One additional Visitor Services position will be converted from a part-time position to a full-time benefits eligible position
	+ All other staff will receive a 3% wage increase
	+ All staff who have reached, or will reach during the term of the agreement, the TAM anniversaries below will receive the following increases:
		- Staff who have reached or will reach their 5 year anniversary: 2% increase
		- Staff who have reached or will reach their 10 year anniversary: 4% increase
		- Staff who have reached or will reach their 15 year anniversary: 6% increase
		- Staff who have reached or will reach their 20 year anniversary: 8% increase
		- These are one-time permanent salary increases that will be effective July 1, 2025
	+ All salary increases will be retroactive to July 1, 2025
* Effective July 1, 2026, all represented staff at TAM will receive a 3% wage increase.
* TAM will provide all employees with parking passes.
* TAM will provide ORCA cards to all employees in accordance with TAM policy.

**HIGHLIGHTS
OF THE GAINS IN GENERAL NON-COMPENSATION ARTICLES**

**Article 4 – Hiring and Appointments**

* TAM will create a layoff list that will be used to fill open positions. Open positions will be offered to the most senior employee on the layoff list that has the skills and abilities to perform the duties of the position.

**Article 7 – Holidays**

* When the Museum is closed for a holiday that falls on a Thursday, all Visitor Services staff, including part-time staff, will receive 10 hours of pay.

**Article 8 - Transgender & Sex Non-conforming Employees**

* The TAM Transgender & Sex Non-conforming Employees policy is incorporated into the contract and violations of the policy by TAM is grievable to the Executive Director. This article provides a respectful process for employees that transition.

**Article 9 – Severe Inclement Weather and Natural Disasters**

* When TAM is closed due to severe inclement weather or a natural disaster, employee will be released with no loss of pay for the duration of the closure.
* Employees who report to work late because of conditions caused by severe inclement weather or a natural disaster will be allowed one (1) hour of paid time or the actual period of delay, whichever is shorter.
* When TAM determines a work location is non-operational after the work shift has begun, employees will be released for the balance of the day without loss of pay.

**Article 11 – Performance Evaluation**

* All employees will receive annual performance evaluations.

**Article 12 – Layoff and Recall**

* TAM will implement a new layoff procedure as outlined in the contract. Layoffs will be made in accordance with seniority and employees can have their names placed on the layoff list to be offered a position that they have the skills and abilities to perform when one becomes available.

**Article 13 – Investigations and Discipline**

* TAM will not discipline any employee without just cause.
* Employees will have the right to union representation in disciplinary meetings.
* Adverse material that is determined to be false or when an employee is exonerated will be removed from their personnel file.
* Employees will receive 15 calendar days’ notice prior to any reduction in pay.

**Article 14 – Grievance Procedure**

* The Union will have the ability to file a grievance over any alleged violation of the contract. The grievance procedure includes a four step process to resolve disputes that includes mediation with the Federal Mediation and Conciliation Services and the ability to move a case to arbitration before a neutral third-party.

**Article 17 – Union Management Communcation Committee**

* The Union and management will meet every three months to discuss issues at TAM and potential resolutions.

**Article 18 – Union Activities**

* TAM will recognize union stewards certified by the Union.
* The Union will be provided time to meet with new employees in new employee orientations.

**Article 20 – Job Descriptions and Duties**

* TAM will provide job descriptions to the Union for all positions within 60 days of ratification of the contract.
* When there are temporary or permanent changes to job duties TAM will provide notice to the Union and negotiate appropriate compensation.
* When an employee takes on duties of a higher level job classification for more than 90 days, the employee will will receive the rate of pay for the higher level job classification.

**Article 21 – Workplace Behavior**

* The Union will have the ability to file a grievance when an employee experiences discrimination or harassment.

**Article 23 – Safety and Health**

* TAM will provide required safety devices, personal protective equipment and apparel.
* TAM will establish a safety committee.
* If an employee is exposed to a serious communicable disease at work, TAM will provide paid administrative leave for testing and treatment.