

## **Appendix II**

### **SEIU Letters**



**LOCAL 1021**



**SEIU**

**Stronger Together**

**Sin Yee Poon**

Chief Elected Officer

**Roxanne Sanchez**

President

**Gary Jimenez**

1st Vice President

**Crawford Johnson**

2nd Vice President

**Larry Bradshaw**

3rd Vice President

**Pamela Holmes-Morton**

Secretary

**Kathy O'Neil**

Treasurer

**Alysabeth Alexander**

Political Action Committee

**Mary S. Tucker**

Organizing Committee Chair

**Executive Board**

Saul Almanza

Nancy Atwell

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Eric Stern

Ken Tam

Oliver Tarap

Renita Terry

Mynette Theard

Celeste Thompson

David Turner

Denis Villanueva

June 12, 2012

Dear Board Members,

My name is Shirley Breyer Black. I am a former trustee of the COFAM Board. I also stand here today as the former president of SEIU.

These museums are not just about the art, the buildings and the parking garages. A successful museum means there are workers making it successful.

SEIU 1021 represents more than 100 workers at the de Young and the Legion of Honor. They do creative and vital work. Without their dedication, these world-class exhibits would not come together so seamlessly. And frankly, these museums – our museums - would not be considered world-class.

When I was on the COFAM Board of Trustees, we acted as the conscience of these wonderful museums. We made it a point to focus on the concerns of not just the managers but also the workers at our museums.

I ask that you help the men and women that catalogue, design and prepare some of the finest exhibits in the country.

I believe the Board needs to provide some leadership in settling a fair contract with your museum workers, as soon as possible.

Please keep the tradition of compassion alive and treat your workers as valued members of this organization. It's imperative to step in and show them support at this crucial moment.

Thank you for your time.

Sincerely,

Shirley Breyer Black

**Budget & Finance Committee**

Peggy La Rossa Mary Jane Logan Mercedes Riggelman Dann Solomon Michael Tong Nadeen Roach

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Dear Board Member,

Hello. My name is Larry Bradshaw. I'm the Vice President of SEIU Local 1021. I am here to offer support for the more than 100 workers at the museums who are reluctant to speak today, for fear of retaliation. They have told me they have been dragged through demoralizing negotiations process over the last 10 months.

Good managers should foster a workforce that feels listened to and respected. But it appears that is not the case here at COFAM. In the many years these men and women have worked here, they have always been respected. But since negotiations opened last November, the relationship between workers and management has reached a new low. Workers feel management is "AT WAR" with them.

I was most recently involved with settling the contract for San Francisco city workers. While the city is coming back from the brink of financial devastation, we were still able to agree to a contract that included affordable healthcare and a wage increase for more than 13,000 workers. COFAM, on the other hand, is on solid financial ground, which is a credit to the programming and exhibits and the products created to support these wonderful endeavors. COFAM profited more than \$19.6 million over the last two years. These museums are two of the most well-attended museums in the world. Membership is at an all-time high. The workers are an integral part of what makes these museums so special and unique. Which is why I don't understand there is an effort to gut their contract and rewrite it completely.

Other museums -- like the Exploratorium -- began negotiations without any economic concessions. Yet the lawyers who represent COFAM's management sought many concessions, including an increase of \$600 a month in healthcare costs for workers with families. Fortunately, the Healthcare proposal has improved significantly since then. But it should have never been proposed in the first place. That would have devastated working families. In effect, management and their lawyers were out to dismantle what has taken years to create.

I am here to support these workers. Now that all other big San Francisco contracts are settled, I am here to let you know that museum workers have the resources, support and backing of SEIU Local 1021, a 55,000-member-strong union. Workers feel there is a lack of compassion and disrespect from management that has reached a point where you, the Board of Trustees, need to step in and help settle the contract that includes affordable healthcare and a wage increase.

I am asking you to do so, so that these workers can put this behind them and return to the creative work they love doing for the art world and for the people of San Francisco.

  
Larry Bradshaw  
SEIU Local 1021 Vice President

**Budget & Finance Committee**

Peggy La Rossa Mary Jane Logan Mercedes Riggelman Dann Solomon Michael Tong Nadeen Roach

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June 12, 2012

Dear Trustee:

My name is James Thomas. I am an officer of the City chapter of the museum guards. I represented my coworkers on the City-wide bargaining.

I am aware that COFAM has chosen, unlike the City, to attack the employees rather than negotiate fairly. I am also aware that COFAM has been very successful financially in the past two years. I know that this fight seems not to be driven by financial considerations but by an attempt to weaken the union and divide the employees.

I am also aware from talking with numerous COFAM employees, that workers are extremely disappointed in COFAM. They expected to have had a contract in place last year.

By choosing to drag this fight on, COFAM has successfully galvanized the City workers to fight alongside our COFAM brothers and sisters. Just to give you some context, we successfully negotiated a fair contract in less than six months with the City for 12,000 workers without any major concessions at a time when the City is recovering from a major recession. There is no reason why COFAM cannot do the same.

I know that you have the ability to intervene and resolve this dispute, despite the anger and frustration we all feel. I also want you to know that should this dispute not be resolved, we as City workers at the museum have an obligation to stand side by side with COFAM employees until they win a fair contract.

Sincerely,

James Thomas  
Local 1012 Member  
Museum Chapter Officer

**Budget & Finance Committee**

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June 12, 2012

Dear Board Member,

My name is David Canham. I have recently stepped in to help negotiate the COFAM contract. SEIU Local 1021 and COFAM have been at the negotiating table since September 2011. I have negotiated dozens of contracts for members, but in all my life of doing this work I have yet to see the kind of strategy being utilized by COFAM.

The employees entered negotiations with the goal of receiving a fair wage increase, keeping health care affordable and improving employee's retirement. The response from COFAM, despite years of a good relationship, has been to rewrite the entire contract. They have attacked employees by threatening to make health care unaffordable, refusing to agree to a fair wage proposal, and attempting to pit existing employees against future hires as well as tying future raises to subjective evaluations, and a subjective organizational budget.

COFAM has had back-to-back years of very successful financial returns in the past two years amounting to more than \$19 million dollars. We estimate that the amount of money that COFAM has spent on legal fees alone during these negotiations amounts to a 3% wage increase for the entire bargaining unit.

We are looking for contract that keeps health care affordable, provides modest improvements in retirement, and ensures fair wage increases that do not pit existing employees against future hires. Moreover, increases should not be tied to subjective evaluations and budgets.

As you may be aware, we have always been able to reach an amicable agreement with COFAM in previous negotiations. However, by choosing to fight the employees, your negotiators threaten to bring the employees to the brink of a possible work stoppage by threatening to impose a contract that will not be acceptable to the majority of employees.

We hope you that you will ensure that wiser counsel will prevail and that you will intervene to bring us back from the brink of a fight that will result in a loss for both the museum and the employees.

Sincerely,

David Canham

SEIU Staff

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## MUSEUM STAFF LETTERS TO THE FAMSF BOARD

June 12, 2012

Dear FAMSF Board of Trustees,

My name is Elizabeth Scott and I am one of two Museum Designers for FAMSF. It is my boss, Bill White, and I, who provide all of the exhibition designs for all exhibitions and gallery installations at both museums. I have been a permanent staff member for five years.

The most harmful aspect of the present proposal set forth by FAMSF administration is the proposed two-tier wage system and new wage classification chart. The proposed new wage system completely devalues the specialized skills that we provide as qualified, experienced museum professionals. It would create a terrible work setting for employees who work similar jobs but are compensated differently.

In regards to my own job, the administration would start a new employee at only 21% of my starting rate. Over time, an employee under the new system would NEVER make more than 36% less than I do now. While I am discouraged to learn that the administration considers my time and efforts less valuable than what they actually pay me, I think it is also **detrimental to the health of the museums** to devalue positions that require specialized experience. We are a world-class museum staffed by skilled, educated, qualified individuals. Our comparatively small staff has never failed to fulfill the demands of a highly ambitious exhibition program for two museums. It is the caliber of the individual workers that make this possible.

In another example, Camille Duplantier is a highly-skilled, museum-specific, metal-worker who is our primary mount-maker. She is one of the best in the business. While she is classified as a "museum technician," that is actually a generalized understatement of her talents and expertise. Camille makes the difference between an elegant, time-efficient installation of Cartier jewelry or "Treasures from the Louvre," versus a disaster. She is invested in her work and takes pride in the outcome of our presentation. Camille is also a wife and mother and now commutes from Santa Rosa everyday due to the cost of living in San Francisco. It is unwise for the administration to think that a kid straight from college, making 14% to 28% LESS than Camille, could possibly provide the same skill and security to the valuable collections that we house and present in our museums.

I would also like to add that I find the proposed health care contributions to be fair and that I value my job at the museums very much. I take pride in the work I do and very much enjoy working with my colleagues who are experts in the field.

Thank you for your time and consideration,

Elizabeth Scott Etienne

Dear FAM Trustees,

I've taken great pride in my work here at the Legion over the last 20+ years. I've been praised by curators, conservators, directors, and artists for a job well done and always completed ahead of time. It feels particularly obvious that the COFAM Chapter of SEIU Local 1021 is being singled out for harassment by museum management. If the issue of severing city parity were not on the table, I imagine management would not be so persistent. Union leaders are hiding nothing from us with regard to negotiations and the museums' management knows that.

The thumbprint scanning devices now being installed at both museums has firmly established management's position and our union's blatant distrust of their negotiating stance. This additional identification system is insulting, intimidating, and overtly demoralizing to everyone who works for this museum. It sends a message loud and clear that employees cannot be trusted. To whatever extent that may or may not be true, one has to question whether the added scrutiny is worth the investment.

I respect the fact that as an institution we are facing huge challenges without a director. It just seems counter intuitive that there appears to be a dedicated agenda to further divide our ranks than bring us together.

Thank you,

Mark Garrett



Dear Members of the COFAM Board,

With more than due respect, the most charitable thing I can say about the current Museum administration is that they are benighted. No one in Human Resources has ever bothered to ask me what it is I do, or what I have done for nearly 24 years to further the mission of the de Young and Legion of Honor. Rather, they would rely on the word of a consulting group to determine what my toils are worth.

I was both amused and insulted to find a solicitation for Museum Membership in my mailbox this weekend. In the not so distant past, all staff members were enrolled as members annually. There was a time when I took great pride in my work and my employer and would encourage friends and family to come and see what we had wrought. Needless to say that time is gone.

Thank you,

Robert Lee Haycock  
Principal Technician  
Exhibitions

Dear Members of the COFAM Board,

My name is Viniita Moran and I have been working in the membership department of the museums for almost two years. I am proud of the work that I do and am happy to be part of a great team at the de Young. Thank you for your efforts as a Board Member. These are incredible museums and you are an important part of our collective success.

My coworkers and I deserve affordable healthcare, fair wage increases, and a modest retirement. A multiple tier wage structure would not be good for morale. Please listen to our concerns and encourage management to settle a fair contract with us.

I appreciate your time and dedication.

Thank you,  
Viniita Moran

Dear Ladies and Gentleman of the Board,

On behalf of the museum staff, I would like to say that we greatly appreciate the time and energy you dedicate to making the de Young and Legion of Honor truly world-class institutions. Furthermore, thank you for taking the time today to listen to our concerns regarding the ongoing negotiation process.

I must express that these negotiations have caused me quite a bit of dismay. The current push towards creating a class system within the ranks of employment at COFAM, where those at the top have greater rights and privileges, is demoralizing and unacceptable.

We work hard to make these museums successful. Many of us have advanced degrees and years of experience. We love working for the museums and we enjoy what we do. It is insulting to have our healthcare and the value of the work we do threatened in this manner.

As we currently stand without a director, everything possible should be done to provide encouragement, to draw staff together, and to negotiate the museums through these rough times. I believe that regardless of how you, ladies and gentlemen, may feel about the issues, this is not the manner to go about making these changes, and should be stopped before it gets any more out of hand.

Thank you again for listening to our concerns. Please encourage management to provide the strong guidance and maturity that is needed at this time and to negotiate a fair contract.

Sincerely,  
Anonymous

Dear Members of the COFAM Board,

I have been with the museum for over 15 years. I have invested a lot of my time and energy in this organization. I am very proud of the work that I do and am delighted to work in such fine Museums. Thank you for your efforts as a Board Member. These are incredible museums and you are an important part of our collective success.

My coworkers and I deserve affordable healthcare, fair wage increases, and a modest retirement. We need a strong Union contract now more than ever. A multiple-tier wage structure would not be good for morale. It would be unfair to have our wages tied to a subjective budget that we have no control over. Many of us are struggling to make ends meet. We have not had a cost of living adjustment for several years now while everything else has gone up so much in recent years. We are real people with real struggles. We are not asking for outrageous benefits, but just basic necessity so that we can support our family and ourselves.

Please encourage the management to settle a fair contract with us and to show us compassion, respect, and appreciation for the work that we have done. This has been dragging on for far too long.

I appreciate your time and your dedication.

Sincerely,

A dedicated union employee

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