FOR IMMEDIATE RELEASE

National Nordic Museum announces an unconditional end to CWA Union Strike with no concessions made by the Museum.

The Museum remains committed to its employees, the collective bargaining process, and serving the Seattle community.

Seattle, WA (November 25, 2026) — The National Nordic Museum today accepted the Communications Workers of America's (CWA) offer of its unconditional end to their strike, giving notice that "all members of the bargaining unit are ready, willing, and able to return to work immediately. Each member intends to report for their regular shifts beginning November 27, 2026."

As we have stated: "The National Nordic Museum values its employees and respects their right to organize and engage in collective bargaining," said Museum Executive Director and CEO, Lāth Carlson. "From the beginning, we have approached this process with a commitment to collaboration, fairness, and reaching an agreement that supports our staff and the long-term sustainability of the Museum." We look forward to joining CWA at the bargaining table where we had mutually agreed we would collaborate to come to agreement on matters such as this rather than taking unwarranted action in public.

The Museum was able to remain open to serve our community through the tireless efforts of our management staff, union members who continued to come to work, volunteers and trustees. We extend our deepest thanks to all of them, and to the patrons who have continued to visit and support us.

In August 2025, Museum employees announced their intention to seek union representation through the CWA. Museum leadership promptly expressed support for employees' right to organize, signed a neutrality agreement, and communicated its intent to voluntarily recognize the union.

Formal contract negotiations began in March 2026. Since that time, the Museum and the CWA have reached tentative agreements on the majority of contract articles presented by the union.

During this period, the Museum has also continued investing in its employees. Five employees in the proposed bargaining unit have received promotions, and employees have received cost-of-living salary increases, and enhanced retirement benefits, including adding a 403(b) match.

Regarding the Recent Strike

The November 23rd to November 25th strike follows the Museum's separation of an employee for cause.

The Museum strongly disputes any allegation that the separation was in anyway related to the employee's union activity or participation in collective bargaining. As noted above, the Museum quickly and voluntarily recognized the union, and has made significant progress in negotiations after waiting five months for the union to initiate that process.

On November 2nd, the Union filed an unfair labor practice charge with the National Labor Relations Board (NLRB) related to the employee separation. The Museum respects the NLRB process and intends to cooperate fully with any investigation of the allegations. We are glad to see the CWA now recognize that this is the proper path.

The next bargaining session is scheduled for December 11, 2026, after the museum CEO's return from a scheduled family medical leave.

About the National Nordic Museum

The National Nordic Museum shares Nordic culture, values, and ideas with all people to inspire new futures. Located in Seattle's Ballard neighborhood, the Museum celebrates the history, art, culture, and innovation of the Nordic region and its connections to the Pacific Northwest.

www.nordicmuseum.org.

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