

## NONPROFITS BARGAIN FOR NEW CONTRACTS

### National Audubon Society

In late March, management submitted what they claimed was a “complete” package despite some of their suggested benefits not having any details and one proposal being just an email from the president to the staff. Since then, Audubon Society management has not provided any proposals or counter offers attempting to force the union into package bargaining, which traditionally disadvantages the Union. It would also force the Union to provide an economic proposal that would waive the union’s right to economic information that has been requested of Audubon. Following that Audubon took one of the union’s interim proposals on health care that included up to six weeks of parental leave and provided it to all of the non-union staff. The senior leadership at Audubon believes that leveraging parental leave and threatening impasse will break the membership. For some reason they believe that scummy tactics will improve their staff’s trust in them, but the unionized staff will not bend or break. We will ramp up our concerted union activity and make it clear to management that they have a unionized shop at the Audubon Society. We will not tire; we will turn up the heat because we are CWA and when we fight, we win.

### StoryCorps

We have now submitted what we believe to be all of the union’s proposals to StoryCorps and are now debating the meat of the economics. By all accounts, the negotiations of our first contract in 2019 were contentious; however, management has been more receptive to some of the union’s proposals. There is still a large gap between management and the union’s economic proposals on wages, though.

### Books and Rattles

CWA Local 1180 and Books and Rattles have reached a tentative agreement on a new contract! If ratified, the agreement will be effective retroactively from July 1, 2022 until June 30, 2025. This hard-fought agreement includes substantial wage increases across the board for all members, in addition to longevity increases and new protections in working conditions for the hard working Teachers, Teaching Assistants, and Therapists at Books and Rattles.

### Open Society Foundations

On May 5, the Open Society Foundations Bargaining Committee met in person — the first Local 1180 in-person private sector non-profit bargaining session since the pandemic. The goal of both sides was to make some significant progress, and by the end of May, the Union passed an economic concept document in order to push things along and be on more solid ground by the June bargaining session. After the meeting, the Committee grabbed a group shot to commemorate the first, in-person session. From left: **Nina Ippolito, Laura Ammons, Christopher Scott, Willamae Boling, Luis Benitez-**



**Burgos** (CWA District 1 Rep), **Autumn Mortali**, and **Venus Campbell**.

### Human Rights Watch

1180 and Human Rights Watch bargaining has progressed, with tentative agreements being reached on a number of articles in the preceding months. However, with a lot of work ahead of us, 1180 and the HRW bargaining committee are working with management to schedule additional bargaining sessions ahead of June 30, the expiration of the contract’s extension.

### Physicians for Human Rights

After a hiatus due to a change in PHR’s leadership, CWA Local 1180 and PHR have sat down at the bargaining table once again to continue contract negotiations. We held our second bargaining session on May 17, 2023. Local 1180 is optimistic that PHR’s new leadership will help turn the page and work collaboratively with the union and its members to achieve a fair contract after multiple issues which had delayed and obstructed the bargaining process.

### Sunrise Movement

Local 1180 and Sunrise Movement met on May 23 for the first round of the contract reopener. Dealing primarily with economic articles, we are confident that we will move toward a fair and dignified wage and benefit structure for all union members at Sunrise. ■



At Type Media Center’s Annual Celebration on May 1 honoring the 2022 Puffin Prize recipient Heather Booth, Local 1180 Private Sector Staff Rep Christopher Thomas is pictured with Bargaining Committee members **Maha Ahmed** and **Nina Zweig**. Local 1180 finished successfully bargaining their new contract earlier this year. ■

Have an **UPDATE** or **NEWS** from your Private Sector Shop?  
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