

BARGAINING UPDATES



Audubon: “Slowly but surely” is the name of the game with Audubon bargaining. As negotiations inch closer to the three-year mark, both management and the Union have demonstrated a willingness to get the deal done. In the first two months of 2024, we have tentatively agreed to six proposals, a far cry from it taking six months to get our first TA. This brings our total number of agreed upon proposals to 21. While we have a decent amount of proposals left, we are fairly close on a number of them. As always, the big ticket items holding up the contract are salaries and health care, but Audubon management has had the Union’s proposals on both topics since Jan. 17, 2024. After considering them for more than a month, Local 1180 is expecting some significant movement from their last proposal. The next negotiation session is Tuesday, April 30.

Tutor Associates: Bargaining continues at a steady pace as management has taken the best strategy one can have during negotiations: “trying to get it done.” Sixteen proposals have been passed across the table and four of them have been tentatively agreed to with some others coming close. Both sides have made a commitment to try to get an agreement within the first or second quarters of 2024 making it some of the faster bargaining. A testament to what can happen when management isn’t in denial about the workers’ power as a shop and the money that can be saved by not messing around.

Physicians for Human Rights: In a stark contrast to their incredible work amplifying the voices of marginalized people across the globe, Physicians for Human Rights management has been slow to respond to their own workers’ demands at the bargaining table. At a meeting for members and supporters in February, PHR staff got together to send a clear message: we are the union, and we demand a fair contract! We are optimistic that management will answer members’ calls for a productive and cooperative dialogue to arrive at a fair contract.

Open Society Foundations Restructure: At the end of 2023, CWA and OSF came to an agreement on an unprecedented separation agreement. Although OSF would be laying off upwards of 40% of their staff across the entire organization, the Union was able to negotiate a minimum of half a year’s worth of paid healthcare, and one and a half months worth of severance for every year worked with a minimum of four and a half months. One of the reasons why this deal is so good, is because the hell that workers at the organization have had to go through. For the second time in 2 years, staff at the Open Society Foundations have had to reapply for jobs that they already hold, and with each restructure compete with their colleagues for fewer positions. Despite espousing profane amounts of confidence, the Union has had to check them several times on failing to provide contractually obligated interviews for staff that meet the minimum qualification, curbing managers attempting to hand pick their favorites and pushing an equitable staffing process illustrating that the Union isn’t just for contract negotiations, but a vital component of upholding the day-to-day best practice of our shops running.



▲ Bird Union Mobilizer Member Sarah Friedman and CWA 1180 Private Sector Staff Rep Chris Thomas attended Audubon’s Annual Meeting of Members on February 22nd to remind management that the Union will be everywhere they are. We were tickled by the sight of a security guard outside of the meeting, as we like management to be a little scared of our Union power, even when we are being polite.



▲ Bargaining Committee Members Hannah Dunphy and Lindsey Green with Local 1180 Private Sector Staff Reps Tomas Laster and other PHR members demand a fair contract.

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

Send information and photos to either

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OR

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