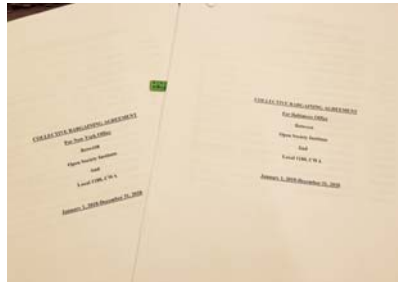


PRIVATE SECTOR SHOPS



OPEN SOCIETY FOUNDATIONS SIGNS FIRST CONTRACT FOR 200+ MEMBERS

After more than a year of bargaining, workers at Open Society Foundations (OSF) completed and ratified an amazing contract in April. OSF is now the largest non-profit at CWA Local 1180, with more than 225 members at offices in New York City and Baltimore, MD. President Gloria Middleton signed the contract along with OSF President Patrick Gaspard in front of a standing room only crowd of excited OSF members.

"This is a great moment for not only the more than 200 members who have been working without a contract, but a huge success for Local 1180 as the hard work and perseverance of our staff paid off with this new contract," said President Middleton. "It was a long time in coming, but the result was worth the wait."

She thanked the OSF Bargaining Committee that worked tirelessly to secure this contract and never gave up even when they could not see the light at the end of the tunnel. Bargaining Committee members included Reema Hijazi, Kevin Hirano, Julia Lukomnik, Anthony Navatto, Cassandre Theano, Chris Thomas, and Michael Walter.

Hijazi is a Program Coordinator with the Open Society Justice, and was part of the Bargaining Committee. "We spent six months negotiating policies before even discussing any money — policies HR could have laid down years ago that are just

common sense for a respectful workplace. Now there is one handbook, one set of rules for everyone, and managers cannot hide behind their inability to find a policy, or their lack of trying," she said.

She's excited about new policies in the contract that cover everything from wages to relocation costs and visa status, explaining, "I'm excited that every unit member who is relocated will receive the same relocation package as a director. Previously this benefit, which was written to apply to all employees, was simply not communicated to those on the lower end of the pay scale who are the very employees who cannot throw down a thousand dollars on a moving van or a hotel for a week. I'm excited that any person hired by OSF, which is a high bar in itself, is deemed worthy of possible visa sponsorship. I'm excited that we have a precedent-setting, anti-discrimination clause, and that we raised the lowest pay grade by more than \$5,000."

Hijazi and her colleagues are already seeing the results of their efforts. "I'm excited that assistants, associates, and specialists are going to each other for advice and help, and we're succeeding in helping one another. I see managers respect us more now, and even more important, I see us respecting ourselves more," she said.

A new batch of leaders has been elected by the bargaining unit to help implement

UNIT ROUNDUP

ONCE A MEMBER ALWAYS A MEMBER

On their way to bargaining, the StoryCorps Bargaining Unit members ran into 1180 Retiree Pat, who worked for 37 years in HRA. Pat yelled out "Go 1180!" when she saw the t-shirts. Thanks for the support Pat! Pictured from left are: Mia Warren, Pat, Rochelle Kwan, and Afi Yellow-Duke.



PUBLIC & PRIVATE: WE ARE ALL ONE FAMILY

At May Day, public and private sector workers came together with unions from all over the city. Pictured here are members from StoryCorps and ALIGN along with public sector members.



BOOKS AND RATTLES

Workers at Books and Rattles continue to show their solidarity in their fight for a fair contract. Here are workers at the Learning Tree and Peek-A-Boo in their t-shirts on the last bargaining day!

the contract at OSF. Welcome to incoming Shop Stewards: Farah Wilson, Azmi Haroun, Renata Peralta, Anuja Gopalan, Ramzi Babouder-Matta, Ernesto Alejandro Espin, and Zachary Gioia; and to Labor Management Committee members: Stephanie Boarden, Reema Hijazi, and Cassandre Theano.

Incoming Shop Steward Ramzi Babouder-Matta is a Program Administrative Assistant with the Scholarship Programs. He's newer to OSF, but already excited to join the union.

"I started this job four months ago while the union was at the tail end of negotiating our contract, so I wasn't there for huge amounts of background work and painstaking organizing that had gone into the unionization push," Babouder-Matta said. "However, bargaining committee members, reps, and fellow employees made me feel welcome to participate and be a part of the process right off the bat. They quickly showed me what unions are about — breaking down silos and saying, 'we're in this together, let's make conditions better.' It's exciting to be able to take the baton forward. Being a Steward adds an incredible dimension to my role at this organization. It's an opportunity to get to know my colleagues and the grant-making work they're doing across departments, and to support them in concrete ways. The union laid all this groundwork to safeguard and improve our rights, negotiating a great contract. I'm glad I can play a role in helping colleagues put it into action and make this a better place to work."

Local 1180 Non-Profit Staff Reps Lena Solow and Kevin Lynch spearheaded the contract negotiations. "We're so thrilled to welcome this hard-working and dedicated group to 1180. Together with Lena and Kevin, these workers fought for a ground-breaking contract and we can't wait to continue building together," Middleton said. ■

OUR TEAM

NONPROFIT SHOP STEWARDS

ALIGN

Malika Conner

Amnesty International

Emily Walsh
Kristen Velloza
Carolina Rivadeneira

ASPCA

Melanie Glass
Danielle Delfino

Human Rights First

Christopher Plummer
Eric Helms
Katherine Cosgrove

Human Rights Watch

Jessica Chiang
Rebecca Chowdhury
Amelia Neumayer
Aditi Shetty
Benson Weekes
Ava Ahmadbeigi

Javits Center

Jose Martinez
Philip Slattery

Nation Institute

Katy O'Donnell
Roz Hunter

Open Society Foundations

Ramzi Babouder-Matta
Ernesto Alejandro Espin
Zachary Gioia
Anuja Gopalan
Azmi Haroun
Renata Peralta
Farah Wilson

Planned Parenthood

Elizabeth Butler
Davonte Elmore
Tonya Mooror
Daisy Valdez

The Century Foundation

Sam Adler-Bell
Kimberly Quick

NONPROFIT STAFF REPRESENTATIVE

Lena Solow
lsolow@cwa1180.org

NONPROFIT ORGANIZER

Leslie Fine
lfine@cwa1180.org