

PRIVATE SECTOR SHOPS

BARGAINING UPDATES



Audubon Society/Bird Union:

Bargaining with the Audubon Society and our members (who refer to themselves as the "Bird Union" after the problematic practices of the organization's namesake, John

Audubon, recently surfaced) had a contentious start. While Audubon's leadership continues to impose barriers to easily bargaining their first union contract, we have started to make progress. We tentatively agreed on two proposals and agreed to an arrangement on release time that allows our Bargaining Committee to negotiate during the work week - which is phenomenal. For some context, it is traditional for public section bargaining to occur during the workday with release time arrangements for staff to participate and in the private sector typically there is no limitation on staff participating in bargaining since our committee is made up of employees. Audubon was the first private section shop to deny paying for its staff to participate in bargaining which forced the committee to bargain from 8 p.m. to midnight and over the weekends in order to accommodate for everyone's schedules. We are very happy to announce we will finally be bargaining during the day and are working on improving our relationship with the organization. ■



HOT TOPIC: REMOTE WORK

With COVID-19 establishing a new normal for our society, many companies and businesses have realized that it may not be the most effective and efficient for employees to work from a centralized office and instead allow staff to work remotely.

Local 1180 private sector shops have been at the forefront of advocating for how to manage this transition equitably. Research is increasingly bringing light to the assumptions about remote work and its effect on productivity and outcomes in the work place, showing that remote work and a reduced work week might, in fact, improve both.

Local 1180 members are working to communicate to management the evolving nature of work, workers' expectations of work-life balance, and advocating for their policies to align with a changed working world. Barriers to advocacy around flexible, remote work range from companies paying payroll taxes in new places to on-camera expectations in cramped apartments.

While most companies agree this shift will save money on office space, there is an initial investment cost in setting up home office spaces and, more significantly, a cultural shift that many managers are hesitant to embrace. Union bargaining committees and Shop Stewards are diligently working with management to establish policies that are fair and flexible while preventing invasive practices. ■



National Domestic Workers Alliance (NDWA):

We are excited to announce the ratification of a hard won, inaugural contract for NDWA! Following in the footsteps of our recent contract at the Sunrise Movement, NDWA negotiated groundbreaking language in terms

of Remote Work, Caregiving/Sick and Safe leave, and other powerful clauses that we are already leveraging as precedent to bargain improved conditions at other private sector shops at CWA 1180. After over two years of organizing and bargaining, we are happy to announce the ratification of the NDWA contract and look forward to bringing on Shop Stewards and the members to become full members of our CWA 1180 family. ■

HONORABLE MENTIONS

Local 1180 and District One are still negotiating new contracts with Books and Rattles, the Open Society Foundations, Human Rights Watch, Human Rights First, Type Media Center, and the Physicians for Human Rights. We are gearing up to begin bargaining with StoryCorp and Edible School Yard. ■

NEW SHOP STEWARDS



Welcome to three Sunrise Movement members who have accepted their nominations to become new Shop Stewards!

Jasmine Mirfattah — jasmine@sunrisemovement.org

Elizabeth Allen — eallen0@protonmail.com

Allyson Woodard — woodard.allyson@gmail.com

Have an **UPDATE** or **NEWS** from your Private Sector Shop?
Send information and photos to Staff Rep Chris Thomas at cthomas@cw1180.org