

PRIVATE SECTOR SHOPS

THE CENTURY FOUNDATION SETTLES OVERTIME GRIEVANCE WITH RAISES

In January 2019, a new threshold was set for overtime eligibility in New York State. Some Century Foundation employees fell below that threshold and were therefore subject to a new policy set by management. When management refused to meet to bargain over the policy, the union filed a grievance. In February 2020, the grievance was settled by raising all salaries above the threshold — a raise for six employees, in some cases more than \$5,000.

Jonnea Herman is the Senior Graphic Designer and Production Associate at TCF, who started shortly before these changes went into effect. “I love being in a union and feeling like my coworkers and I have each other’s backs. We were able to negotiate salaries where me and some of my coworkers got significant pay raises, and there’s no way that could’ve happened without the union,” Herman said.

Pictured below: Members Casey Berkovitz, Amanda Novello, Jonnea Herman, Souleo Wright, and Taela Dudley celebrating their win. ■



SMALL CONTRACT PROVISION WITH BIG WIN

Open Society Foundation Secures Raises For 69 Members With Job Descriptions Grievance

Members at Open Society Foundations had been working to push management to provide job descriptions for the unit members, but with no luck. Even though it’s required by the contract, management kept pushing them off.

So members decided to file a group grievance. However, they took things a step further and instead of just filing the grievance, they had small group meetings across the departments, and got sign-on from more than 100 members. This really showed management their strength and members were able to reach an agreement with management that provided for not only new job descriptions, but a salary review for anyone whose job description had changed, with back pay to the date that they should have had their description reviewed. So far, 69 people have received raises due to these reviews, and several more are still pending.

Jessica Greenspan is a Senior Program Specialist in the OSF Baltimore office who worked with her fellow Shop Stewards on the grievance.

“We were able to win this through significant engagement across the units. Instead of just acting on their behalf, we were all acting together. This win shows that enforcing even a small part of the contract — something as simple as job descriptions — can actually lead to fair and equitable salary increases for our colleagues,” Greenspan said. ■



A CHANCE MEETING

When the Toy Expo came to the Javits Center earlier this year in January, StoryCorps was asked to host a booth, so our StoryCorps Shop Steward Luigi Villanueva (left) got to meet Javits Shop Steward Jose Martinez for the first time. “It’s always great when Shop Stewards from different locations get a chance to meet, as it helps build our Local 1180 family,” said Private Sector Staff Rep Lena Solow. ■

EDIBLE SCHOOLYARD STOPS LAYOFFS WHILE BARGAINING REMOTELY

Edible Schoolyard workers had just started getting their bargaining demands together when suddenly life changed.

They were teaching gardening classes remotely and the organization had to cancel its Spring Gala, meaning a huge loss in funding. Suddenly, what would have been bargaining for a first contract was bargaining to save their coworkers jobs, as management wanted to cut four positions.

Staff Rep Lena Solow said, "I'm so impressed with this team. Some groups might have just cut their losses and given up, but these members insisted on pouring over the budget to find any places to make cuts. They stayed connected with their coworkers, and ultimately we were able to save three out of the four jobs. This wouldn't have been possible without collective sacrifice. Every single member was willing to take longer furloughs to save their coworkers' jobs. And they did all of this without being able to meet in person at all."

The members had to get creative with actions. In order to show their unity, they all changed their zoom profile pictures to their union logo.

For all of these members, it was their first time bargaining at all, and they rose to the challenge. Rosa Maruffo, a Program Manager at Edible Schoolyard, "The cool thing about being behind the scenes is seeing the power and the influence that a union can have. All the work that we put in was really moving, something clicked for me where I understood that this matters. Is not just about saving jobs, but it's about our collective power and voice when we all come together."

Sheynor Hall, a kitchen teacher, agreed. "As a member of the ESYNYC bargaining committee, it was an honor to be voted to represent the collective interest of my peers. Having some negotiation and bargaining experience from my previous career, I felt confident in our ability to articulate our needs to management. Together we were able to prevent three of four proposed layoffs and end bargaining in a way that felt mutually beneficial for everyone and the organizations," he said. ■



Just prior to the COVID-19 shutdown, the bargaining committee met at Local 1180 — Cecilia Galarraga, Dan Feder, Rosa Marruffo, and Sheynor Hall.

PRIVATE SECTOR SHOP STEWARDS

ALIGN

Jake Streich-Kest

AMNESTY INTERNATIONAL

Daphne Eviatar

Philippe Nasif

Kristen Velloza

Emily Walsh

ASPCA

Danielle Delfino

Melanie Glass

BOOKS & RATTLES

Tanzeem Akhtar

Hameeda Bano

Bonnie Eng

HUMAN RIGHTS FIRST

Scott Johnston

Kaitlin Locascio

Ana Ortega

HUMAN RIGHTS WATCH

Ariella Hohl

Ashley Persaud

Delphine Starr

Jessica Story

JAVITS CENTER

Jose Martinez

Philip Slattery

OPEN SOCIETY FOUNDATIONS

Ramzi Babouder-Matta

Stephanie Boarden

Katy Caldwell

Samantha Costello

George Davis

Jessica Greenspan

Giovana Margo

Renata Peralta

Christopher Thomas

Michelle Torres

Jillian Winkler

STORYCORPS

Jey Born

Zazil-xa Davis-Vazquez

Luigi-Angelo Villanueva

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