



Dear Coworkers,

Our bargaining team spent over 14 hours in negotiations with management last week on 10/31 and 11/3. While we are still facing frustrating pushback on a number of major issues, we did see management start to feel the pressure from the member participation in our Union Button Day of Action a couple of weeks ago.

We were able to reach tentative agreement on the following issues (*NOTE: no agreements are final until we reach a full tentative agreement at the end of negotiations and union members vote to ratify it*):

- Adding ability to perform remote work to the contract (subject to management discretion that the work can be performed remotely), with protection against denial of remote work due to having a dependent needing care in the home
- Including salary ranges and union status on all job postings for union positions
- Improvements to the job posting process including more rules about posting positions in a timely manner, and a mechanism for employees who are denied promotions to receive feedback on how to improve
- Shortening clerical employees' probationary period to 3 months (from 4 months)
- Expanding the union's ability to represent members including unpaid leave for bargaining team members to do bargaining prep and providing the union with more information about promotions, transfers, and terminations
- Requiring management to be primarily responsible for training new staff (rather than coworkers), and mandatory trainings of new staff at JCC preschools within 60 days of hire

We are still working through a number of non-economic issues before we move on to economics, including issues around job descriptions and workload; expanding union membership; creating a fair discipline process for professional employees; improving the evaluation process to allow for more opportunities to discuss merit raises, promotions, and workload; improvements to health and safety; and more.

We've made some progress thanks to members getting involved so far, but we have a lot further to go. It will take all of us coming together to continue to make progress!

TAKE ACTION: Join us as an observer at an upcoming bargaining session on Wed. 11/9 or Thurs 11/17 in person or via Zoom. Having additional observers in the room shows management that members are paying attention, and we're united in fighting for a fair contract. (NOTE: you must be a union member to participate. You can join [here](#).)

RSVP Today!

Other actions to take to win a fair contract:

- [Become a member](#) if you haven't yet and talk to your coworkers about becoming members
- [Submit a picture and quote](#) about what you're fighting for
- Sign up to be a Contract Action Team member (a point person to help get your department involved) by emailing AWood@seiu73.org

In Solidarity,

Your Union Bargaining Committee

Questions? Contact Lili Gecker at lillian.gecker@gmail.com

Join our [Facebook group](#) and follow us on [Instagram](#).

Not a union member? Sign up [here](#).

[Check out our new Jewish Federation Union Updates webpage!](#)

