



Dear Coworkers,

Yesterday, Monday, December 19, management presented new responses to our proposals. While there are some small improvements in their new offer, we are still far from reaching an agreement.

Last contract, union members came together and won annual 3% increases in the contract. Management's last two offers have been far below the 3% union workers received the last 3 years – given the high cost of living and what union members went through during the pandemic, we believe these lowball proposals from management are disrespectful to the work members do every day. We are continuing to fight for meaningful raises to ensure union members can not only pay the bills, but come into work every day with dignity.

Here is the current status of our proposals as of 12/20/22:

- We have proposed fair yearly raises to keep up with the skyrocketing cost of living → **Management's latest response is 2% in 2023, 1.5% in 2024, 1.5% in 2025**
- We have proposed lowering healthcare costs, particularly for +1 and family plans → **Management still wants to keep costs the same or higher.**
- We proposed a fair pay scale for JCC teachers to lift teachers out of poverty wages and reward seniority → **Management made small improvements to their proposed payscale, but only a minority of teachers would receive a**

raise from it in 2023. They also added a 1% increase for teachers who reach 2 years of service.

- We've continued to push for recognition of Juneteenth as a holiday and giving CJE the day after Thanksgiving as a holiday like the other agencies → **Management continues to reject this proposal.**
- We most recently proposed 9 weeks of paid parental leave and 2 paid days off for prenatal care → **Management continues to propose 5 weeks (1 additional week) for JCFS, JUF, and JCC and keep CJE at 3 weeks for parental leave, and rejected our prenatal care proposal.**
- We've continued to propose a car stipend for those required to own a car for work, a bilingual stipend for those required to use multiple languages for work, and a bonus for those who supervise interns → **Management continues to reject these proposals.**
- We proposed pay equity language for employees to have an avenue to increase their pay if other employees in the same title with the same skills/education and less seniority are being paid more → **Management rejected this proposal.**
- We proposed paid COVID sick leave → **Management's response was that employees can go negative on their sick time bank if they contract COVID.**
- We've proposed to expand paid personal time to ALL union employees (not just those working 60% of full time hours or more) → **Management continues to reject this proposal.**
- **Management also continues to propose to reduce the number of union stewards and bargaining team members to reduce union members' representation in the workplace.**

While we have made minor progress on some issues, there is a long way to go. Quality services to the community and adequate staffing require fair pay and benefits for all union employees! The only way we can push management to move on these issues is through member action.

TAKE ACTION:

- **Join us as an observer at our last bargaining session of 2022**, this Thursday, December 22, via zoom or in person. 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.) Register to observe here:

Register Today!

- **Submit a testimonial (Today, December 20, is the deadline!)** about how the issues we're fighting for affect YOU directly - whether it's pay, staffing issues, parental leave, workloads, healthcare, etc., management needs to hear all the

personal stories of members. Everyone has a story, and these are extremely powerful to share at the bargaining table. Submit one [here](#).

- **Not a union member yet or have coworkers who aren't members?** The single most powerful step you can take right now is to [join as a member](#). Management knows exactly how many people aren't paying dues, and uses that to measure how strong we are as a union. [Join today!](#)

In solidarity,

Your bargaining committee

Contact:

[Anna Wood](#), Union Representative

[Sean Elliott](#), Bargaining Committee Member

[LeJean Easley](#), Bargaining Committee Member

[Aubree Buschert](#), Bargaining Committee Member

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

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

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