Dear coworkers,

Last Tuesday, Dec. 6, union members across CJE, JCC, JUF, and JCFS stood together for a fair contract by wearing their SEIU buttons to work! This display of unity and power helped set the tone as our bargaining team presented our remaining economic proposals to management on Wednesday. We have now presented proposals on the following:

- Fair pay increases for all, including additional increases for those who are lowest paid
- Expanding paid parental leave to 12 fully paid weeks
- Lowering healthcare costs especially for the plus one and family plans
- Adding paid holidays, including Juneteenth and Indigenous People’s Day
- A monthly car stipend for those required to own a vehicle to do their jobs
- Improving the comp/flex time policy
- Expanding paid personal and sick time and adding additional time for bereavement leave, covid leave, and prenatal doctors’ visits
- Extra pay for performing additional duties, including a bonus for those who supervise interns and for bilingual staff who use a second language in their job
- Expanding paid personal time to all employees covered by the union contract including part-timers
- Increasing the employer matching program for retirement contributions
- and more!

We are still waiting on the majority of management’s responses to these proposals, and expect to receive more responses this week. While our committee has shared many examples of how these proposals would contribute to a more sustainable, family-friendly workplace that is more able to retain its staff and provide for the community, the feedback we have heard from management so far is that our
bargaining team is “unreasonable” for proposing these changes on behalf of union members, and suggesting that they would need to close programs and cut jobs if management agreed to our proposals.

We won’t fall for these scare tactics. As union members, we must stay strong and continue to advocate for the positive changes we want to see in our agencies. It will take all of us coming together at our workplaces to win the fair contract we need! Show your support now by participating in the actions below:

TAKE ACTION:

1.) Join us as an observer at an upcoming bargaining session this Tuesday, Dec. 13, this Thursday, Dec. 15, or next week on Dec. 19 or Dec. 22 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. (Please Note: You must be a union member to participate.)

2.) Submit a testimonial 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.

3.) 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 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!