



Dear Coworkers,

In our bargaining session yesterday, December 13, we finally received management's full responses to our economic proposals. While there were a couple of items where we made progress, frankly we were very disappointed and even insulted by the majority of their responses.

- We proposed fair yearly raises to keep up with the skyrocketing cost of living → **Management responded with 1% yearly raises**
- We proposed lowering healthcare costs, particularly for +1 and family plans → **Management 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 proposed a pay scale that would only give raises to THREE teachers out of 150+ covered by the union contract.**
- We proposed recognizing Juneteenth and Indigenous People's Day as holidays, and giving CJE the day after Thanksgiving as a holiday, like the other agencies → **Management rejected this proposal.**
- We proposed 12 paid weeks of parental leave → **Management proposed 5 weeks (1 additional week) for JCFS, JUF, and JCC and keeping CJE at 3 weeks.**
- We proposed 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 rejected this proposal.**
- 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.**
- **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 there were a couple items we were able to make progress on, including slight increases to sick and vacation time and a reduction in mental health co-pays, management's responses show a lack of respect for the work and sacrifice union members have put in throughout the pandemic and for the services we provide to the community.

In order to have good staffing and provide quality services and care, we cannot afford to go the next three years without fair pay increases, fair healthcare costs for families, and fair benefits that make our workplace a sustainable, family-friendly place to work! The only way we can push management to move on these issues is through member action.

TAKE ACTION

Join us as an observer at an upcoming bargaining session tomorrow (Thursday, December 15) or next week on Monday, December 19, or 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). Sign up here:

Register Today!

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.](#)

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

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!](#)