



Dear Coworkers,

Happy New Year! Last Wednesday, January 4, the bargaining committee received new responses from management to the last proposals we presented in December. Members have been taking action to show support for a fair contract – including submitting dozens of powerful testimonials that the bargaining committee read to management last session, and showing up in numbers to observe bargaining sessions. As a result of these actions, we've seen some progress at the bargaining table, though it's far from enough.

We've made progress on some issues including paid parental leave, sick pay and paid personal time for some titles, and paid Covid time (though no final agreements have been made). However, some of the most important issues are still far from being resolved, including:

- We need fair raises to keep up with the skyrocketing cost of living.  
**Management continues to propose lower across the board raises than the 3% annual raises we won in the last union contract.**
- We need lower healthcare costs, especially for +1 and family plans.  
**Management still wants to keep healthcare costs the same or higher than last contract.**

To learn more about the most recent updates on negotiations, join one of our bargaining update meetings this week:

Wednesday, January 11, at 7pm via zoom, OR  
Sunday, January 15, at 10:30am via zoom

**CLICK HERE  
TO RSVP**

We need sustained member action to continue to move management and win a fair contract that provides fair pay and benefits to all members.

**TAKE ACTION:**

- **Join us as an observer at our bargaining sessions this week** (Tuesday, 1/10 and Thurs, 1/12) 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](#).
- **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 are and 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

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