



COMMUNIQUE

LOCAL 1180 WINS RECOGNITION AT NATIONAL DOMESTIC WORKERS ALLIANCE

By **Marci Rosenblum**
Local 1180 Communications Director

CWA Local 1180 won recognition on Oct. 1, for 84 workers at National Domestic Workers Alliance (NDWA), with 90.4% of members signing cards in favor of joining the union. The only workers who had not signed cards were new hires, a testament to the incredible organizing committee that reached out to all workers to make sure they understood the benefits of affiliating with Local 1180.

NDWA workers organize millions of domestic workers across the country to fight for their rights. Founded in 2007, NDWA is the nation's leading voice for dignity and fairness for the millions of domestic workers in the United States. It works for respect, recognition, and inclusion in labor protections for domestic workers, the majority of whom are immigrants and women of color.

Local 1180 President Gloria Middleton said, "We welcome NDWA to our union family. We know what hard work organizers do, and that everyone deserves a union and a voice on the job. What domestic workers do involves physically demanding tasks and workplace standards rarely extend to them. By joining with 1180, they now will have the power of 9,000 other members standing alongside them."

Domestic workers in all 50 states can join NDWA and gain access to member benefits, connection with other workers, and opportunities to get involved in the domestic worker movement. NDWA is winning improved working conditions while building a powerful movement rooted in the rights and dignity of domestic workers, immigrants, women, and their families.

Local 1180 Staff Organizer Leslie Fine led the effort and said, "This organizing committee took the passion and skills they have for organizing domestic workers and used it to run a really successful unionizing campaign, keeping their coworkers united to take militant collective action during the recognition campaign to fight for the most inclusive unit possible."

As an employee of NDWA, Georgia Organizing Director Jacklyn Izrael said it is important for her to make sure the organization's written mission and values are aligned with our lived experiences.

"As an organization that organizes and advocates for worker rights, for workers to have a contract, and a voice in the workplace, it only made sense that we have the same workplace rights," Izrael said.

CC Croxton, North Carolina Organizing Director, echoed that sentiment. "We decided to unionize at NDWA after many years of whispers and wondering why our labor organization was not formally organized," she said. "When the pandemic hit, I feared what it would mean for our job security and how we would use our skills and resources to best support the workers we organize. Forming our first union in the history of our organization means that we have greater protection and more control over the direction of our organization to ensure we are building legitimate and long-lasting power with our base.

As stated in their mission statement, "We are former domestic workers and non-domestic workers, and together we are committed to our organization's great mission to build a strong and powerful domestic worker movement that actively fights racism, classism, xenophobia, misogyny, and queerphobia. In service of this deep commitment, we are building a union that unites us, and one defined by fairness, transparency and a strong voice for staff. We will protect what we love about NDWA, ensure that this organization grows sustainably, and continue to lead the domestic worker movement in the U.S. and abroad."

Now the members are hard at work electing a bargaining committee and getting ready to fight for a fair contract. **Staff Representative Lena Solow**, who works with the private sector arm of Local 1180, will spearhead the contract fight alongside CWA District 1 Representative Luis Benitez-Burgos.

NDWA's joining with Local 1180, as well as the addition of Sunrise Movement (see story page 4), brings the total number of private sector organizations to 16 — and that continues to climb as an increasing number of non-profits and private sector organizations realize the value of belonging to a labor union. You can follow NDWA on Twitter at [@staffunionndwa](https://twitter.com/staffunionndwa) ■