



COMMUNIQUE

UNION CONTINUES TO UPDATE ASSISTANT DIRECTORS ON BATTLE WITH H+H

By Marci Rosenblum
Local 1180 Communications Director

The pushback from H+H was expected, but nothing is stopping CWA Local 1180's leadership from moving full steam ahead to make sure Assistant Directors become official union members.

President Gloria Middleton said she has been in multiple monthly meetings with H+H since last summer, having reviewed the list of all Assistant Director names to see which ones will be included in the bargaining unit based on job descriptions. Of the 500 total names on the list, H+H already has approved 378, while claiming 52 should be excluded based on job descriptions that prevent them from unionization. Middleton said the union was expecting a final list at the end of January.

"Right now we are still in discussions with H+H. We are looking for a final list of who they intend to exclude and then we will enter full negotiation mode," Middleton said. "While we were hoping the process would not take this long, we are doing everything we can to keep Assistant Directors updated by having virtual meetings and reaching out in other ways."

Local 1180 will reach out directly to those ADs who H+H excludes to verify their job functions and to see if they prefer to be excluded or included in the bargaining unit. "The first question is do you want to be in our union and then does your job description allow you to be in the union. These are questions we need to discuss with each Assistant Director individually," Middleton said.

Any Local 1180 member or Assistant Director who can assist the union with obtaining signed membership cards should please contact **Deborah Valentin at dvalentin@cwa1180.org** or **Leslie Fine at lfine@cwa1180.org**.

Middleton said the union is ready to begin bargaining for salaries and benefits on behalf of the ADs once the list is finalized. As part of the final terms, H+H will need to contribute to the Local 1180 Welfare Fund for each AD accreted into the unit. ■