



# NATIONAL DOMESTIC WORKERS ALLIANCE (NDWA) BARGAINING TIME LINE

**JUNE 2020**

Local 1180 notified NDWA management about desire to form a Union and asked for voluntary recognition.

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**SEPT. 30, 2022**

Management finally agreed to voluntary recognition.

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**AUG. 24, 2020**

NDWA management had not addressed Local 1180 request so Union went public.

**OCT. 1, 2022**

Bargaining Unit was certified.

**MAY 2021**

Local 1180 explained to management the salary inequities and challenges up until this point. Discussed how any resolution was going to take time, resources, and creativity to address and resolve the compensation package issues.

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**AUG. 2, 2021**

Local 1180 presented a general compensation and benefits concept that included COLA adjustments, language differentials, improved staff and training development programs, and better retirement and job security.

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**MAY 28, 2021**

Bargaining started. NDWA management asked for a bargaining delay to give them time to hire a new HR Senior Director.

**OCT. 20, 2021**

Local 1180 presented a full economic proposal with innovative ideas and an equitable compensation plan, all with the goal of a Jan 1, 2022, effective date.

**MARCH 31, 2022**

NDWA management finally responds to the proposal, claiming they needed more time for a financial review. They hired a consultant to do market research and came back with a proposal that rejected most of Local 1180's demands.

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**MAY 31, 2022**

Union presented last proposal, eliminating demands such as increase in parental and sabbatical leave, COLA adjustments, high-cost city allowance, and education differential.

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**JUNE 15, 2022**

97% of membership voted to request CWA Executive Board authorization of a strike if needed. Members are ready to fight for a good, fair, and equitable contract.

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**MAY 19, 2022**

NDWA management submitted the last proposal, which was a very slight improvement, but fell far short of realistic replies.

**JUNE 2022**

NWDA management has not responded in writing to Union's last proposal, but did express verbally a willingness to agree to 401k proposal.

# CURRENT PENDING ISSUES

- 1. A TRANSPARENT and JUST COMPENSATION** system to address years of inequity in the hiring, promotions, and compensation practices in the workplace. Local 1180 has proposed a comprehensive wage structure that will grant progression increases, as well as a 4% general annual wage increase. While NDWA management agreed to a wage and progression increase, they rejected the 4% proposal and proposed only a 2% general wage increase for the first year, 2.5% for the second year, and 3% for the third year. However, their proposed start rates are lower than their current start rates for many staff who have been hired since the Union was formed and bargaining began.
- 2. A RETROACTIVE DATE OF JAN. 1, 2022,** for new wage tables. Local 1180 has been diligently working to secure a contract for our members. We notified management when we first presented our compensation proposal in Oct. 2021, that we intended for the new raises to be honored retroactively to Jan. 1, 2022. Management has just made clear that they have rejected this date and intend for the new wage tables to begin when the contract is ratified.
- 3. WAGE PROTECTION** for when an employee is demoted to avoid a layoff or due to a job accommodation. Local 1180 proposed that in these events, employee wages should be protected for at least 52 weeks. Management has rejected this proposal and has shown no interest in addressing this issue. Local 1180 even revisited this language and proposed a modified version of the wage protection language but NDWA management rejected it.
- 4. A LANGUAGE DIFFERENTIAL FOR MULTILINGUAL STAFF.** Although NDWA emphasizes the importance of language justice, management rejected Local 1180's proposed \$1,200 yearly wage differential for staff who are fluent in any language other than English — a direct benefit to NDWA. During the last bargaining session, management committed to revise this proposal, but has failed to do so despite the Union presenting new language to clarify the scope of this benefit.
- 5. A FULL WAGE REPLACEMENT SHORT-TERM DISABILITY LEAVE POLICY.** In an organization dedicated to improving systems of care, staff should have peace of mind if they get sick or injured and have to be out of work for an extended period of time. Management rejected the Union's proposal to ensure all staff will be paid 100% of their wages (for up to 52 weeks) during a Short-Term Disability Leave and proposed to limit this benefit to up to 26 weeks.
- 6. A CLEAR DATE TO IMPLEMENT ENHANCEMENTS TO OUR RETIREMENT PLAN.** While Local 1180 has tentatively pushed Management to agree to immediate vesting of funds, reducing the waiting period from one year to 90 days, and non-elective contributions to each employee's 401k plan, management has informed the Union that changes in vesting rules will take up to 60 days to be implemented. Any contribution rule changes will be effective March 2023, one year later than the Jan. 1, 2022, date the Union was fighting for. Management has expressed willingness to have the Union participate in a CWA-sponsored plan that will allow for the changes to become immediate.
- 7. A 25,000 SET ASIDE FUND FOR ADDITIONAL TRAINING, CERTIFICATION, AND/OR EDUCATION.** While NDWA has agreed to the Union's proposal of setting up an additional fund to cover the cost of additional training, certification, or education programs that bring value to the organization and relates to a staff member's current position, they have limited the scope of this benefit and have changed other terms and conditions regarding continuing education for staff that have a licensing requirement.
- 8. NEUTRALITY AND VOLUNTARY RECOGNITION.** Even when NDWA has demanded labor law reforms, they rejected Local 1180's request to have a more straightforward neutrality and voluntary recognition commitment in the contract.