



# PRIVATE SECTOR SHOPS

## ASPCA STEWARDS: HOW WE WON OUR FIGHT FOR A NEW VACATION POLICY & FAIR CONTRACT

Shop Stewards Dr. Danielle Delfino and Dr. Melanie Glass led their unit of veterinarians to win a great contract, which was ratified unanimously. So how did they do it? "For this contract, we learned the importance of communication and coming together as a unit," Delfino said. "We had to ensure we got everyone's input so we felt empowered to voice our opinion and speak as one," added Glass.

For years, the vacation policy at ASPCA has caused headaches and difficulties for doctors as the system was outdated, complicated, and made it very hard for doctors to actually get approval for time off. To prepare for this contract fight, Delfino and Glass did one-on-ones and group meetings with the unit, and settled on some demands for a new policy. When management balked at these demands, they knew they had to take more action.

They wrote a letter explaining the importance of the new policy. Glass described it as an "empassioned plea for them to truly get a sense and understand from our perspective why our vacation system wasn't working and really implore them to put themselves in our shoes and take an empathetic approach."

She said it was also to "educate new management, who didn't know what the old system was and just went along with it. It was effective because it was brutally honest about how this doesn't work for us and wouldn't work for them either." Glass and Delfino were able to get the

letter signed by every single unit member, showing management they meant business. As Delfino said, "This had been building up for years and we finally came together to address it."

In the end, they won almost every one their vacation demands, including an increase in the number of doctors off per day, a rotation during peak vacation times, and an increase to vacation hours for senior employees.

After winning the vacation policy, the unit kept the pressure on to win a strong contract by having frequent pin days, and doing a t-shirt day with posts to social media. In the end, the group ratified a contract that includes:

- Increases to holiday pay
- Higher annual increases
- Replacing an ineffective performance evaluation system
- More advance notice on schedule changes
- An increase to professional development funding and hours

What are they most proud of about this contract? Glass and Delfino both said — our teamwork! As Glass said, the group was "able to come together and respect each others differences of opinion and get something that worked for everyone." ■



## OSF GET TOGETHER

OSF members gathered to share information about their group grievance on job descriptions, make sure everyone had their Weingarten Rights card and knew how to use it, and to eat donuts! The Shop Stewards and Labor-Management Committee members organized this event at the OSF office on March 15. "Thank you to Local 1180 for supporting this event. It was a big hit!" said Reema Hijazi, Labor-Management Committee member.

Pictured below from left are members attending the event: Reema Hijazi, Jillian Grace Winkler, Yassir Khudayri (Yassir is not in the unit because he is a Fellow, but he's a big supporter!); Jillian Grace Winkler, Edit Bain, and Zsolt Bobis; and Karen Fisher. ■



## BARGAINING UPDATES

### BOOKS & RATTLES RATIFIES NEW CONTRACT

After two hard years of bargaining, the teachers and teachers assistants at the three Books and Rattles daycare centers in Queens ratified a new contract at the end of May. The contract guarantees pay raises, paid time off for part timers for the first time, and reimbursement for school supplies. The teachers stuck through a very difficult campaign to win these improvements for their workplace. ■

### THE CENTURY FOUNDATION TACKLES OVERTIME

Due to new New York State overtime eligibility minimums, several staff at The Century Foundation are now over-time eligible. The staff is working hard to bargain an overtime policy that ensures pay for work travel and good tracking systems. ■

### PLANNED PARENTHOOD GETS READY TO BARGAIN

After successfully defending against unilateral scheduling changes by using the Labor Management Committee, the Shop Stewards at Planned Parenthood are hard at work getting ready to start bargaining for a new contract. They are conducting a bargaining survey and meeting with members to find out their opinions on everything from scheduling to health care. ■

### STORYCORP STAYS STRONG

Members at StoryCorps have continued their fight for a fair contract. Their fight is already having an impact on the workplace. Even without a contract in effect, the organization has implemented one of the bargaining committee's big wins, a stipend to cover mental health costs. Members gathered from around the country for StoryCorps' annual retreat in May. Make sure to follow them on Twitter at @StoryCorps\_Union. ■

## UNIT ROUNDUP

### MAY DAY CELEBRATION IN NYC

Members from 1180's private sector shops for the first time joined public sector 1180 members and those from CWA Local 1101 at the city's annual May Day celebration. This annual event is a celebration of workers. When we remember that people were shot so we could have the eight-hour day, if we acknowledge that homes with families in them were burned to the ground so we could have Saturday as part of the weekend, when we recall eight-year old victims of industrial accidents who marched in the streets protesting working conditions and child labor only to be beat down by the police and company thugs, we understand that our current conditions cannot be taken for granted. People fought for the rights and dignities we enjoy today, but there is still a lot more to fight for. The sacrifices of so many people can not be forgotten or we'll end up fighting for those same gains all over again. This is why we celebrate May Day. ■



### CWA 1180 MEMBER SPEAKS ON PANEL ABOUT UNIONIZING AND PODCASTS

In April, StoryCorps bargaining committee member Afi Yellow-Duke (second from left), and former StoryCorps worker and organizing committee member Gautam Srikishan (farthest right), spoke about their experiences on a panel along with an organizer from Writers Guild of America and a worker from Gimlet. Afi spoke about how strong the union made her feel at work, even when it was difficult. "I know other people in the unit have my back," she said. "Knowing my coworkers are around me makes it less stressful." She talked about how the culture has already changed at StoryCorps, with members more willing to speak up and ask hard questions of management. ■



## OUR TEAM

### NONPROFIT SHOP STEWARDS

#### Amnesty International

Daphne Eviatar  
Kristen Velloza  
Emily Walsh

#### ASPCA

Danielle Delfino  
Melanie Glass

#### Human Rights First

Christopher Plummer  
Patricia Stottleyer

#### Human Rights Watch

Jessica Chiang  
Ariella Hohl  
Racquel Legerwood  
Rachel Weinberg

#### Javits Center

Jose Martinez  
Philip Slattery

#### Open Society Foundations

Ramzi Babouder-Matta  
Katy Caldwell  
Zachary Gioia  
Anuja Gopalan  
Jessica Greenspan  
Azmi Haroun  
Renata Peralta

#### Planned Parenthood

#### Margaret Sanger Clinic

Davonte Elmore  
Luar Wolf

#### The Century Foundation

Amanda Novello  
Kimberly Quick

#### Type Media

Alissa Figueora  
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### NONPROFIT STAFF REPRESENTATIVE

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