

PRIVATE SECTOR SHOPS

TREVOR PROJECT WORKERS SPEAK OUT AGAINST ANTI-UNION ATTACKS AND BLATANT MISTREATMENT



the nonprofit's anti-worker behavior, demanding management bargain in good faith.

Workers file ULP in response to Trevor's targeted retaliation and disciplinary action against union leaders.

Following The Trevor Project's decision to lay off nearly 12% of bargaining unit employees, Trevor Project workers and members of CWA Local 1180 (Friends of Trevor United) are taking action to call out the organization for its increasingly aggressive anti-worker behavior. Just last week, the Communications Workers of America (CWA) filed an Unfair Labor Practice (ULP) charge on behalf of the workers with the National Labor Relations Board (NLRB) in response to management's unlawful threats and coercive attempts to silence workers. The Trevor Project workers have also released a petition, [linked here](#), demanding the nonprofit stop its flagrant union busting and start bargaining in good faith.

The Trevor Project leadership announced last month's layoffs suddenly while union representatives were in an active bargaining session. A disproportionate number of the 44 bargaining unit employees that Trevor laid off were prominent and vocal union advocates, with one third of union leadership being laid off at once. In addition to nearly wiping out the entire Lifeline Training Team – who provide crucial support to counselors carrying out Trevor's core mission of protecting LGBTQ+ youth – the layoffs heavily affected the union's trans and BIPOC members. To make matters worse, management failed to adequately respond to information requests regarding how workers were selected, while refusing to make any form of compromise on their arbitrary selection criteria.

"Earlier this year, my colleagues and I saw what collective power looks like when we united together and stood strong in our demands for union representation," said

Ruby Zenteno, who works in the Clinical Operations Department, helping to provide crisis intervention services. "But the layoffs made it clear that our fight for a more equitable workplace is far from over. The Trevor Project management's decision to lay off nearly 12% of its essential staff and a third of union leadership has shown us, after years of mistreatment, just how little they care about the health and wellbeing of their workers. The Trevor Project's anti-worker behavior stands in direct opposition to our mission and the important work that we, as its staff, have devoted our lives to carrying out. We won't be silenced, and you better believe we'll keep fighting until management meets us at the table to secure a fair contract that all workers deserve."

The layoffs come just months after Trevor workers won union recognition in April of this year. Since then, The Trevor Project management has actively threatened and silenced union members and advocates in nefarious ways, including prohibiting workers from discussing their working conditions on the job and, instead, forcing them into one-on-ones with management that often lead to workers being disciplined for airing their concerns. Recently, six workers were illegally disciplined by Trevor Project management for attempting to correct misinformation about union negotiations in an all-staff meeting. In their ULP charge, the union underscored that management's decision to discipline these workers violated union members' NLRA Section 7 right to concerted action.

"When I co-founded The Trevor Project, I did so to create a resource for LGBTQ+ youth who are struggling to express their identity and feel accepted in a world where being gay or trans can feel terrifying. The Trevor Project is about supporting each other, and to see the way these workers have been treated by management – for engaging in their right to organize – is appalling and completely unacceptable," said Trevor Project co-founder Celeste Lecesne, who has since left the organization. "The workers being targeted have saved lives and helped countless members of the LGBTQ+ community feel heard. It's time that management hears these workers and joins them in their fight to create a more equitable workplace." ■



THE TREVOR PROJECT
JUST ANNOUNCED MASS
LAYOFFS EFFECTIVE
IMMEDIATELY...

WHILE OUR UNION WAS IN
AN ACTIVE BARGAINING
SESSION.

THE TREVOR PROJECT IS
UNION BUSTING

Trevor lawyers threatened to
proceed with layoffs and withhold
severance in order to pressure our
representatives into accepting a
lesser package.

This is bad-faith bargaining and
blatant union busting.

Top Photo: The Trevor Project Bargaining Committee
Source: twitter.com/friendsoftrevor, July 9, 2023

Have an **UPDATE**
or **NEWS** from your
Private Sector Shop?

Send information and photos to either:
Staff Rep Chris Thomas: cthomas@cwa1180.org
OR Staff Rep Tomas Laster: tlaster@cwa1180.org

STORYCORPS SEALS CONTRACT DEAL

After eight months of bargaining, StoryCorps and CWA have reached a tentative agreement on a new contract. If ratified, CWA Local 1180 members at StoryCorps will receive substantial wage increases across the board, with increases to minimum salaries as high as 39% for the lowest-paid workers. Members also will receive double the parental leave compared to the previous contract, as well as increases to retirement contributions amongst many other protections.

"As someone who has spent their entire career working for non-profit media, I was used to being told that the basic benefits I clearly deserved, just weren't in the budget," said Producer Esther Honig. "In those instances, I had no choice but to settle for what I'd been offered. When I joined StoryCorps as a union member earlier this summer, that all changed and I finally learned what it felt like to have someone in my corner, fighting for me.

"StoryCorps had initially told me that I would have to pay a significant amount of money to maintain my health insurance while on unpaid maternity leave. The cost alone would have made this time off financially prohibitive for me and my family," Honig said. "Thankfully, Local 1180 Staff Representative Tomas Laster confronted management. Without Local 1180's representation, I do not believe I would have been able to keep my health insurance or spend this much needed time with my baby. In addition, the ratification of the new contract has granted me four weeks of paid leave, which is a huge help for us financially. This is my first time being a part of a union and I am incredibly grateful for the solidarity and support it has given me this far."

National Facilitator Julia Kirschenbaum echoed Honig's sentiment about the value of belonging to Local 1180.

"Over the past year and half, I've found myself teetering between finding tremendous meaning in my job and feeling increasingly worried that I simply couldn't afford to continue doing it. With this new contract, I feel hopeful again. I'm honored that I get to hear others' stories as part of my work, and I'm grateful that, because of our union, my colleagues and I have finally been heard, too." ■

WINS IN OUR TENTATIVE AGREEMENT

ISSUE: STARTING WAGE

CURRENT CONTRACT	WHAT WE'VE WON
\$40K	\$50K

ISSUE: ANNUAL RAISES

CURRENT CONTRACT	WHAT WE'VE WON
3% after 1st year 2.5% after 2nd year 2% after 3rd year	4% after 1st year 3% after 2nd year 4% after 3rd year

BARGAINING UPDATES



Audubon Society: Bargaining with the Audubon Society continues to progress slowly. In the almost 2 years that CWA and Audubon have been bargaining we've only been able to tentatively agree on 8 proposals with over 20 others still in contestation. In the most recent sessions the tone of bargaining has improved and we hope that shift will carry forward to resolve future proposals. Most recently CWA has presented a proposal on healthcare that seemed well received by Audubon which has been struggling to find its own competitive healthcare plan, and we hope to present a proposal on wages by the end of the August at the latest.

Open Society Foundations: Earlier this year the Open Society Foundations announced that they were once again restructuring their organization that would, in their estimates, result in a reduction to their global staff by no less than 40%. Some of OSF's new design relies on being able to shift work around the organization in a very nimble and on a needs based way, which is at odds with the Union's protection of keeping work with Union members. CWA has started negotiating the impact of this proposed change, but hopes to dig into the topics in these coming months.



Tutor Associates: The unionized staff at the Tutor Associates collected the last of the bargaining surveys on Friday, August 4th. The committee will spend this next week compiling an information request, sorting demands to send to management so that they can begin bargaining by the end of August. The bargaining scheduling will then change again once students are back in school and schedules will have to change to accommodate for that.



Caring Across Generations: In the last minutes of what was supposed to be a meeting to discuss cooperation in the bargaining process, CAG instead informed the union of its intent to lay off staff as part of restructuring. Despite the union's strong and vocal disagreement, CAG announced its restructuring proposal to the entire staff the following day – without giving the union a chance to bargain. After a strong show of solidarity from 1180 members at CAG, management seems to have gotten the message and has sat down at the table to discuss this proposal. The union has made it a priority to avoid layoffs and ensure all other aspects of the restructuring are carried out fairly and equitably.

Human Rights Watch: After refusing to make any significant movement on its woefully inadequate compensation package, HRW management stormed out of a bargaining session with the union – 30 minutes into a 3 hour session. Members quickly responded with a petition to management, demanding that HRW listen to workers' demands for a fair contract and fair wages. Members are demanding that HRW live up to its name and respect its workers' needs for a dignified workplace and fair wage.



Sunrise Movement: Local 1180 and Sunrise Movement are very close to an agreement on a contract re-opener addressing economic articles. We look forward to putting a tentative agreement up for a vote, as we feel the agreed-upon terms reflect a fair and equitable compensation structure. The compensation package includes very substantial increases across the board, especially for the lowest paid workers at the organization. ■