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## **Jobs to Move America and the Nonprofit Professional Employees Union announce the signing of the organization's first staff contract**

Los Angeles, July 26, 2021 - Jobs to Move America (JMA) and the Nonprofit Professional Employees Union, IFPTE Local 70 (NPEU), are excited to announce the signing of the organization's first collective bargaining agreement.

This first three-year contract formalizes and expands the rights and protections of JMA employees in the workplace, provides increases in compensation and other job benefits, and establishes a shared vision for a healthy, productive, and effective organization. The contract went into effect over a year after JMA voluntarily recognized NPEU as the bargaining representative for eligible employees.

"JMA is proud of the work we do across the country to ensure workers have a voice," said Madeline Janis, Executive Director and Co-Founder of Jobs to Move America. "We see the new contract as part of walking our talk. It's important for us to put our values into action and believe that this agreement does just that."

"We are excited our first contract had every single member—from current to former staffers—contributing their insights to ensure that JMA has a thorough onboarding process, a supportive probationary period, and a strong work-life balance to help all JMA staffers achieve our mission for the long term," said Mo-Yain Tham, union bargaining representative and shop steward.

Highlights of the contract include:

- \$2,000-\$3,000 salary increases for all staff
- Two weeks guaranteed leave at the end of the year
- Formalization of pathways for career advancement with uniform salary bands
- A robust grievance procedure and a just cause provision with a progressive discipline process
- The addition of a non-voting union observer role for all JMA Board of Directors meetings
- The establishment of a Labor Management Committee, which will advance goals related to diversity and equity in hiring and retention, and building a healthy workplace environment and culture

**Jobs to Move America** is a strategic policy center that works to transform public spending and corporate behavior using a comprehensive approach that is rooted in racial and economic justice and community

organizing. We seek to advance a fair and prosperous economy with good jobs and healthier communities for all.

**The Nonprofit Professional Employees Union**, a local of the International Federation of Professional and Technical Engineers, represents professionals employed at more than 30 nonprofit organizations (and counting), including employees at Economic Policy Institute, the Center for American Progress, and Community Change. NPEU gives nonprofit workers a voice to strengthen their workplaces and continue to do work that makes a difference in people's lives.