



August 23, 2017

Dear Northwest Justice Project employees,

Congratulations! You all have worked so hard and taken a stand for yourselves, your organization and for non-profit workers everywhere by coming together and forming a union. You should be very proud.

A new chapter has begun for your work life at NJP now that a majority of you have voted for union representation, one in which you'll have a greater say in your employment conditions. The vote count was 113 votes for representation and 24 votes against, with 1 voter's eligibility challenged. Whether you voted to have a union or not, we hope you'll want to participate in the process of negotiating your contract.

We will approach contract negotiations with the goal of working in partnership with NJP to reach a fair agreement as quickly as we can. Expect the process to take months, but in the meantime you will have union representation. This means your current wages, benefits and working conditions remain in place and protected until something else is negotiated and approved by you.

What to Expect Next in 10 Steps:

① Develop Surveys— Bring your Ideas Forward: Once your election results are certified (which should be in a week), we'll schedule meetings to go over what should be included in the Survey and make sure all issues and ideas are brought up for everyone to weigh in on.

② Fill out Surveys —Your Voice, Your Priorities: We'll get the surveys out for everyone to complete. Surveys will be compiled and used by your Bargaining Team (to be elected by you) to develop contract proposals to present to NJP.

③ Nominate Co-workers for the Bargaining Team: It's your union, your contract and your decision who you want to represent you at the bargaining table. Watch for nomination forms on the Bargaining Survey. We'll need to solidify how the election should work to ensure you have widespread representation across classifications and regions.

④ Build a Contract Action Team (CAT): In addition to your Bargaining Team, you will have a Contract Action Team consisting of workplace leaders who will help distribute information at each site, build support and assist the Bargaining Team to win a fair contract. The Survey will ask for CAT volunteers.

⑤ Request to Bargain and Request Information: After official certification, we'll make a request to NJP for information to help the Bargaining Team develop contract proposals. We'll also make an official request to bargain.

⑥ Meetings to Discuss Survey Results and Bargaining Process: Once Survey results are compiled and nominations are in for the Bargaining Team, we'll meet to review the Survey results and discuss other important issues.

⑦ Elect a Bargaining Team: We'll hold an election (if necessary depending on the number of volunteers) for you to decide who you want to represent you on the Bargaining Team.

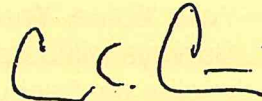
⑧ Bargaining Team Meets: The Bargaining Team will meet to work on the contract proposals to present to NJP management. We'll meet again with everyone first before presenting the proposals to management to make sure the proposals reflect your priorities

⑨ Contract Bargaining Begins: Once we have decided on our proposals we go the negotiating table with NJP management. Bargaining will continue for at least several months. Your Contract Action Team will be keeping you informed throughout the process.

⑩ Vote on the Contract: Once a tentative agreement has been reached with NJP, you will review and vote on the results of bargaining. If the contract is accepted by a majority of you, you will officially have your first contract, a legally binding document to guarantee the improvements you have worked so hard for.

If you have any questions at all don't hesitate to contact us, or a member of your Organizing Committee. I can be reached anytime by phone or text at 425-318-2650 or email corinne@opeiu8.org.

In solidarity,



Corinne Cosentino
Organizer

CC:la

cc: Suzanne Mode

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