

May 23, 2017

Dear Respected Colleagues, Advocates, Assistants, and Staff:

Many of us are joining together to form a union. We interviewed several union representatives and chose [OPEIU \(Office and Professional Employee International Union\) Local 8](#), which represents staff at [Northwest Immigrant Rights Project \(NWIRP\)](#), the [Unemployment Law Project](#), [Solid Ground](#), [Sea Mar Community Health Centers](#), [Plymouth Housing Group](#) and many other organizations that do great work in Washington.

We believe in the vision and mission of the Northwest Justice Project and strongly feel a union will strengthen our ability to achieve our collective goals. We've talked with many of you and heard serious worries, valid complaints, and great hopes about your work at NJP. We believe a union works better than individual bargaining and will allow us to secure a brighter future for each other, our clients, and our communities.

We think a union of co-workers bargaining together for a contract will win us:

- A voice in how **wages** are set
- A voice in how **benefits** are negotiated
- A voice in how **professional development and training** are secured and implemented for ALL staff
- **Transparency in hiring and discipline** procedures
- **Due process** in discipline, terminations and layoffs
- **Respect and support** for employee-generated ideas to improve our work
- Greater progress toward **pay parity** with workers in similar organizations, shown to be sorely lacking (See Attached **Compensation Survey**).

Why do we believe this is possible? Staff at other non-profit organizations, such as Plymouth Housing Group and Compass Housing Alliance, have recently organized with OPEIU Local 8 and made significant improvements in their first contracts. Just take a look at the [contract](#) that NWIRP attorneys and staff enjoy.

Forming a union is a legally protected process, but some employers are initially resistant, because it means power-sharing. However, given NJP's mission, we are hopeful administration will support our efforts. At a minimum we request they remain neutral in this process and allow staff to exercise their rights and organize without interference.

We invite you to join us in this hopeful journey. If you have questions, contact any of us. We've attached a FAQ sheet with more details and contact information. Also, please join us at our next meeting (in-person or by phone) to share ideas, ask questions, and get all the information you need to make this important decision about our shared future.

In Solidarity,

Organizing Committee



Robert Adleman



Kristofer Amblad



Ashley Beeman



Chea Berra



Norma Butler



Todd Carlisle



Meredith Childers



Daniel Ediger



Ruth Esparza



Elizabeth Flavin



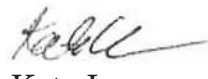
Andrew George



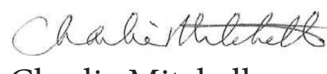
Stacy Kihlstrom



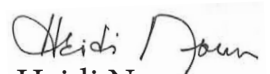
Alexandra Kory



Kate Laner



Charlie Mitchell



Heidi Noun



Lindsey Paxton



Patrick Pleas



M. Abbas Rizvi




Marisol Tovar



Amy Vigorita



Joy Ann von Wahlde



Catherine West