

NOLSW Sectoral Bargaining

WHEREAS, union density in the legal services sector in New York City has reached the unprecedented level of 92%, and

WHEREAS, that density gives unionized workers immense power to bargain not just with our employers, but also with New York City, New York State, and our major funders, and

WHEREAS, coordinated bargaining is defined as different bargaining committees in the same industry working in concert to achieve the same minimum goals while bargaining independently with their respective employers, and

WHEREAS, the Association of Legal Aid Attorneys (“ALAA”), UAW Local 2325, is a local of the UAW [which represents approximately 3,000 legal and social service workers at 30 different non-profit organizations in the New York City Metro area](#), and

WHEREAS, on July 11, 2023, ALAA passed a resolution calling for as many of its member shops as possible to have their contracts expire in July 2025 so that a broader swath of legal services workers could bargain together, and

WHEREAS, the UAW has also called for unionized workers to align the expiration of their collective bargaining agreements in 2028 [“...so that together we can begin to flex our collective muscles.”](#) and

WHEREAS, the membership of each NOLSW chapter has the ultimate authority to determine bargaining goals, and they may do so in communication and collaboration with other chapters across our sector, facilitated through tools such as resolutions, and

WHEREAS, in order to wield our power effectively, we must ensure that we align our bargaining goals and timelines across chapters to win crucial struggles that cannot be won in the fight against one employer alone, including pay parity for all positions, retirement security for our members, and changes in the law that benefit for our clients, and

WHEREAS, NOLSW represents workers at legal services organizations in New York City including the following: Legal Services NYC, Mobilization For Justice, The Goddard Riverside Law Project, Housing Conservation Coordinators, The Urban Justice Center, TakeRoot Justice, Make the Road New York, LatinoJustice PRLDEF, JASA, the International Refugee Assistance Project, Sanctuary for Families, the National Employment Law Project, the Center for Constitutional Rights, and the New York Civil Liberties Union, and

WHEREAS, NOLSW shops have much to gain from joining their union siblings at ALAA represented shops in coordinated bargaining,

THEREFORE, be it resolved that NOLSW will create a New York City 2025 Sectoral Bargaining Committee that will assist NOLSW shops located in New York City with relating to the ALAA sectoral bargaining that will take place in 2025 and with relating to coordinated bargaining that

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will take place in 2028 and beyond. The committee shall be made up of five (5) volunteers from New York City NOLSW shops. The committee will exist from the time of passage of this resolution until bargaining is concluded in 2025. The committee shall reach out to ALAA to coordinate bargaining efforts. The committee shall be in touch with all New York City NOLSW shops to assist any shops that choose to relate to and participate in sectoral bargaining in 2025.

This resolution does not require any shops to participate in sectoral bargaining. NOLSW shall do everything in its power to assist and support any shop that chooses to participate in sectoral bargaining in 2025.