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Audubon for All Union members available for interviews upon request.

### **Audubon Employees Announce Union Organizing Campaign**

*Workers seek a more secure and stable work environment, ask Audubon not to interfere in organizing efforts*

The employees of the National Audubon Society headquarters, field offices, and centers are proud to launch the Audubon for All Union, in partnership with the Communications Workers of America (CWA).

On Monday, [CWA filed an Unfair Labor Practice charge](#) on behalf of the Audubon for All Union against the National Audubon Society for interfering with the rights of its employees to form a union. According to the charge, Audubon has told employees that they cannot discuss the organizing drive with their co-workers and directed some employees to remove their signatures from a statement in support of the union.

The members of the Audubon for All Union organizing committee issued the following statement about the organizing campaign:

The Audubon for All Union is organizing to create a more secure and stable workplace, without the fears of job insecurity or an unsustainable work environment. We are calling on Audubon leadership to voluntarily recognize our union and respect our legal right to organize.

Following two rounds of layoffs, including on Earth Day 2020, employees collectively sought to save colleagues' jobs by suggesting several cost savings, but were denied all attempts and were informed that the highest-earners would not even consider temporary salary decreases. Due to a lack of transparency, employees have also endured racial and gender disparities in compensation and opportunities for career advancement. With a significantly smaller workforce carrying the same workload, salary disparities, and reports of a retaliatory, fear-based culture, Audubon's workers - the indisputable heart of the organization - are not able to fully commit our focus to fulfilling Audubon's mission.

We are joining together in a union to build an Audubon that supports its workers and creates an equitable, accountable and sustainable work environment. We deserve a workplace where everyone can bring their entire self to work and dedicate their energy

and time to their daily work to protect birds and the places they need. We are building the Audubon that we can and should be - an *Audubon for All*.

Union supporters at Audubon represent a nationwide-wide range of staff across offices, departments, races & ethnicities, religious beliefs, gender identities, sexual orientations, ages, and abilities. We are committed to equitable representation in decision-making bodies and establishing structures in all organizing efforts for a safer, more equitable, diverse, inclusive, just and anti-racist workplace that is transparent and accountable to its workers.

Employees at many notable environmental organizations like Sierra Club, Greenpeace and the Sunrise Movement have formed unions through voluntary recognition and without management interference. We hope Audubon will join the growing number of non-profit workplaces where workers are able to make their voices heard through their union.

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