



Code for America Workers United - Ally Tool Kit

APRIL 2023

Who is Code for America Workers United?

We are [Code for America Workers United](#), a union of workers at [Code for America](#)— we are product managers, we are engineers, we are designers, we are program managers, we are client success staff -- we are the people powering Code for America. We are working with organizers from [OPEIU's Local Tech1010](#) to bargain for a strong and human-centered contract.

Values We're Fighting For

A People-Centered Approach: Unionizing is the direct democratization of our workplace. Just as our work centers the experience of our clients, we believe that our workplace must center the experience of its employees. We stand with Code for America's core belief that those most impacted by policies should be directly involved in their design and the decision making process.

Why We Need Your Help

During the course of our negotiations, despite us coming prepared to bargain by providing thorough research, compelling personal stories, and membership survey information that gives voice to the CfA employees doing the hard work to make CfA a leader in the field, we have yet to be treated as the law requires and certainly, not up to the values CfA purports to uphold. Running counter to our values of listening first, including those who've been excluded, and acting with intention, we've found the following conduct to be particularly alarming and a betrayal of those such values:

- **Canceling negotiations**
- **Unjustifiably limiting the size of our union**
- **Bargaining in bad faith**
- **Retaliating against the union**

[Read our Open Letter](#) to CfA leadership for more details.

The timeline & ways you can help:

CfA Workers United is seeking public support from elected officials, civic tech allies, volunteers, partners, and clients. We are looking for public support beginning Tuesday, April 25th, and we will continue taking action until our demands are met. We ask that allies follow our lead as workers. We will post updates on our campaign on social media, so be sure to follow along [@CfAworkers](#) on Twitter and [@cfaworkers@union.place](#) on the fediverse (Mastodon).

1. **Sign our petition**

[Signing our letter of support](#) will remind our leadership that the greater Code for America network and community are committed to supporting workers and holding CFA accountable to its values. Together we can put pressure on CFA to uphold workers rights.

Please go to <https://bit.ly/cfawu-solidarity> and sign your name to help us get back to the bargaining table!

2. **Email Amanda Renteria, Code for America's CEO, and tell her no more union busting**

We're calling on our supporters to email Code for America's leadership and call for no more union busting. We expect leadership may filter out certain words, so feel free to get creative. We encourage you to keep it positive and remind Amanda that they must return to the bargaining table without any more undue delays. When you're done, grab a screenshot of your email and tag us on social media @CfAWorkers. Here's an example draft:

To: arenteria@codeforamerica.org

Dear Amanda,

I read CFA Workers United's Open Letter, and I am disappointed to hear how far CFA has strayed from its values. Do the right thing: uphold workers' rights to bargain in good faith and cease all union-busting.

Thank you,
[Your name]

3. **Support us on social media**

We will be posting from [@CfAWorkers](#) on Twitter, and would love for you to follow us, repost us, and tag us (and @codeforamerica) We want to show our leadership that the Code for America community is strong and will stand behind us in asking for a strong contract.

Here are some suggested posts:

- As a Code for America [partner/community member], I'm asking @codeforamerica to return to bargaining
- I'm proud to support @CfAWorkers and I'm calling on @CodeforAmerica to stop their union-busting and return to good faith negotiations without interference
- Union busting is disgusting! @CodeforAmerica, knock it off! Let @CfAworkers negotiate a strong contract in good faith!

4. **Keep talking about it**

Bring up Code for America Workers United within the civic tech community. Ask people in your direct network if they've supported us by signing our letter. The more people who are visibly with us, the better!

Main Talking Points:

1. Every worker deserves a union. It isn't up to CFA (or any employer) to unilaterally decide who gets protections and who doesn't.
2. Code for America is doing everything in its power to delay contract negotiations and shrink the power and protections of our union.
3. We are demanding an immediate return to the bargaining table so that we can finish our contract.

? FAQs

Why did workers at CFA form a union?

We organized a union at Code for America (CfA) because we want a Collective Bargaining Agreement that gives us a real voice in our workplace; secures improved benefits, job security, and stability for ourselves and our families; and allows us to be part of systems change in government and the broader labor movement.

What are the union's current demands?

Since CFA leadership has unilaterally stripped our colleagues of union protections and unnecessarily canceled negotiations, we are demanding the following:

1. An immediate return to negotiations and commitment to bargain in good faith.
2. That management stops unilaterally denying workers their representation rights.
3. That management provides proposals without undue delays that reflect both a desire to reach an agreement and reflect our organization's values, such as our proposals around pay that reflects the rate of inflation, expanding our flexible work week policies, benefits, and seniority.

How has Code for America stopped negotiating in good faith?

You can [read our full Open Letter here](#), but highlights include:

- Canceling negotiations
- Unjustifiably limiting the size of our union
- Bargaining in bad faith
- Retaliating against the union

Why are workers organizing in tech?

Every worker's story is different, but baseline: tech workers are coming to understand our power to organize, safeguard equitable working conditions, and hold tech leaders accountable. Tech workers believe deeply in the technology we build, and we know the immense power this tech wields: It fosters

connection, creativity, and curiosity across the globe. Alongside the human connections fostered through tech, however, we see tech companies abusing privacy, reproducing inequality, surveilling already over-policed communities, exploiting workers and the environment, and stoking hatred and violence in our world. It is vital that workers gain the ability to shape the products we build and the work we do, and we are organizing to do just that.

What is OPEIU Tech 1010?

OPEIU's Tech Workers Union Local 1010 is organizing workers for a better future through collective bargaining in their own workplaces and beyond. Local 1010 is a local union within OPEIU created for and run by tech workers. Local 1010 is formed around a core of engineers, community support agents, designers, trust and safety analysts, product managers, salespeople, operations specialists, finance administrators and every other person that makes tech companies run.