



## **Nonprofit Professional Employees Union**

2023 was a year of progress. Our union needed to adapt to the remarkable growth over the last few years, and in doing so, we have surpassed expectations of our “little union that could.” As we welcome the new year, your leadership team at NPEU is more committed than ever to sustaining the work that got us here and solidifying the foundations of success for years to come.

Just five years ago, NPEU had only a handful of units and 342 members. Now with nearly 2,000 members and 52 units, we have more than quadrupled in size. In 2023, nine units ratified their first contracts, bringing the total number of units with contracts to 32. Additionally, we negotiated three successor agreements. Each of these contracts includes annual salary increases, not only for 2023 but for each year of the contract. The long hours of bargaining and even longer hours of preparation resulted in flexible remote work policies, strong compensation packages, and generous leave benefits that raised the standard for nonprofit workers everywhere.

I am so proud of our members and staff who have worked relentlessly to get these contracts done. We ended the year with 1,200 members represented under contracts! This 53% increase in membership in the last year reflects the values of our union – that every worker deserves a sustainable union with a high standard of representation. In 2024, we are steadfast in our goal to ratify all first contracts (and it’s looking good).

With that said, a contract needs meaningful enforcement. To maintain that high quality of representation, your leadership team has been working on scaling up our union.

For 2024, we will focus on strengthening our internal organizing. The power of the union comes from our members, so our members must be supported and have the infrastructure and leaders to help them thrive. We look forward to bringing on our third full-time staff member early in the new year, and continuing to revamp our internal infrastructure. In the past year, we implemented processes that empower our members to lead their units. Hundreds of members have attended trainings including a new regular stewards training and Labor-Management Committee training.

Beyond this vital work, we have plans to increase capacity for meaningful member engagement, political advocacy, and leadership development. This will also create more opportunities for you to be involved and connect with your union.

None of this would be possible without our staff – Emiliana and Kareem – and part-time staff. Their tireless work is the reason that NPEU can represent so many incredible nonprofit workers. I am endlessly grateful for our international, IFPTE, who lends us staff capacity and expertise. A huge thank you to our Executive Board members who have stepped up to help these past few months. And of course, my fellow officers, both past and present, who dedicate countless hours to building the union.

And with that, may we begin the new year with renewed momentum.

In solidarity,

Amy Chin-Lai, Interim President

Sarah Rawlins, Secretary-Treasurer

Justin Schweitzer, VP for Organizing

Valeria Mejía-Guevara, VP for Communications

Naomi Maehr, Interim VP for Representation