

GROWTH, GRIT & ORGANIZING POWER IN 2025



CWA Local 1180 represents 19 private sector shops, primarily nonprofit organizations. As the same time that Local celebrates its 60th anniversary, highlighting the myriad successes over the past six decades, private sector members are experiencing both some of their biggest victories and their toughest challenges to date. In 2025 alone, the private sector added more than 300 new members through contract ratifications, unit expansions, and new organizing, all proof that even in uncertain times, workers are choosing collective power.

New Shops and Growing Units

This year, Local 1180 finalized new contracts for both Tutor Associates and The Trevor Project. Workers at Tutor Associates organized after years of unsafe conditions and retaliation.

"When we first talked about joining a union, we had all kinds of issues and no way to address them," said **Nicole Maloof, Senior Director at Tutor Associates**. "People had been fired for speaking up, so we chose a permanent, protected way forward."

The Local also saw major growth through unit expansions. At Human Rights Watch, workers expanded their existing unit from 36 members to 111 total workers, securing a stronger collective voice during a period of layoffs and budget uncertainty. The Century Foundation also expanded its unit, continuing a year of steady growth.

Contract Wins

Despite a difficult funding climate, several shops successfully ratified new contracts in 2025, including Open Society Foundations, The Century Foundation, Type Media, and Align. These agreements delivered meaningful gains in severance protections, leave, compensation, and health benefits—critical safeguards during an unstable year for nonprofit workers.

Organizing Continues

While bargaining continued across existing units, new organizing remained strong. In April, nearly 60 workers at the Lesbian, Gay, Bisexual & Transgender Community Center (The Center) won voluntary recognition from management.

"We're excited to finally have a seat at the table when it comes to how workers are treated at The Center," said **Silas Norum-Gross, a Youth Substance Use Counselor**.

Local 1180 President Gloria Middleton praised the workers' determination, noting their unwavering commitment to one another, to The Center, and to the LGBTQ+ community.

"By choosing to voluntarily recognize the union, The Center has met us with the spirit of mutual respect that we hope will carry over to the bargaining table as we negotiate a union contract," she said.

Layoffs and Fighting Back

The wins of 2025 were matched by serious challenges. Nonprofit funding cuts and political pressure from the current presidential administration created an unprecedented level of job insecurity in the nonprofit sector, with layoffs at 12 Local 1180 private sector shops, including StoryCorps, The

Trevor Project, Human Rights Watch, National Domestic Workers Alliance, and Open Society Foundations.

Local 1180 worked hard to defend its members, starting with the layoffs at StoryCorps in October 2024. Immediately after the job cuts, workers responded to layoffs with rallies, National Labor Relations Board (NLRB) charges, and sustained pressure on management.

"After the first layoffs, those of us who were left felt shock, betrayal, and then panic about our own positions. But we also felt anger when we realized that management was using poor finances as an excuse to retaliate against union members with legitimate grievances, and leadership who advocated for them," said **Liz McCarty, Senior Graphic Designer and Labor-Management Committee member**.

A few months later, the White House announced that they were going to erase federal funding for National Public Radio and the Corporation of Public Broadcasting (two funders of StoryCorps) and a second round of layoffs came. In the second round, the union saw a drastic change in management's position, and they were extremely reluctant to target union members.

McCarty said that the Union's refusal to be silent after the first round of layoffs really snapped management to attention.

"With the second round, the process was way more humane. Efforts were made to retain staff, and we were able to send off our colleagues with appreciation. Layoffs are always rough, but management clearly realized that they couldn't get away with treating us that poorly," she said.

The Trevor Project: Organizing Under Pressure

The layoff climate increased through the year. In July, The Trevor Project was hit particularly hard due to federal funding cuts to suicide prevention programs, including the dismantling of the 988 Option 3 LGBTQ Crisis Hotline. Due to the sensitive nature of working on a crisis hotline, workers at the Trevor Project took the layoffs very seriously.



Training Associate Mark Davis said, "I believe that the cuts to Option 3 at the beginning of Pride month was done to harm those in our community who are most vulnerable, that being our LGBTQ+ youth who have a higher risk of suicide."

More than 200 union workers lost their jobs as result. "I felt really angry that it was going to impact folk's financial stability, their housing, their access to health care." Our advocacy campaign pressured management to restructure 20 of those jobs back.

Old Methods Still Matter

Alongside digital actions, workers continued to mobilize in person. Trevor Project members and allies rallied outside Trump Tower in Manhattan to protest cuts to suicide prevention funding, drawing more than 200 participants.

Another shop that has been organizing at a relentless pace is the National Domestic Workers Alliance (NDWA). In September, workers at NDWA took action to call out the problematic behavior of a manager. After a torrent of complaints from members, Shop Stewards and organizers upped the pressure, demanding a response from management. They organized a campaign that included town hall meetings, petitions, and coordinated signage that provoked the supervisor to resign from her post.

The win was bittersweet, though. Shortly after her resignation, NDWA announced that layoffs would commence in the coming weeks. That did not deter organizers at NDWA, who at the time were in contract negotiations.

On Nov. 9, Union leaders organized the NDWA Workers National Day of Action that included pickets in 12 cities across the country and culminated with a remote rally that brought all of them together in a digital space and included a keynote address from Local 1180 President Gloria Middleton. In order to protect union jobs, people marched in the streets in New York, D.C., Atlanta, San Jose, Los Angeles, and many cities. (more on the current state of NDWA organizing on page 12).

A New Day For Organizing

Many of the Local 1180 private sector shops have become increasingly remote since the COVID-19 epidemic, which has led to creative mobilizing strategies on the part of Shop Stewards and leaders. One organizing tool being used more frequently is posting on all-staff digital spaces such as the messaging program Slack. The Trevor Project used this tactic with great results, leading to a contract ratification, and saving jobs that were threatened.

In these actions, staff posted messages of protest or frustration to company-wide spaces, messages that can be seen by members and managers simultaneously.

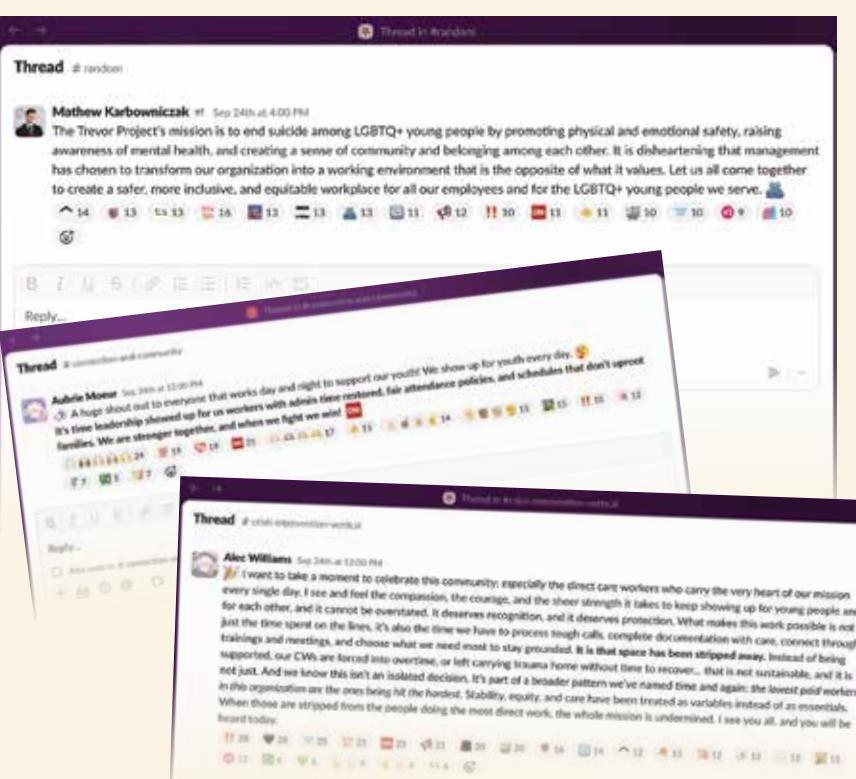
The Trevor Project's Davis said he watched as members began posting.

"I remember reading the messages as they were coming in and being in awe. It made me feel affirmed, like I was placing my feet firm on the ground and wasn't allowing anything to push me down."

The Union organized a few of these actions; their largest to date came in the final weeks of contract negotiations after nearly two years at the table.

The workers organized a "Slack Takeover," coordinating hundreds of union members to post every hour on the hour for an entire workday on eight different "channels" with messages that encouraged management to finalize negotiations.

"It was really empowering to see a community of people come together and advocate for one another at a time when things felt so tilted. My team kept being affected by layoffs, and it gave everyone a chance to see the importance of using our voices collectively. It was a powerful moment," Davis said.



Looking Ahead

2025 was a year of rapid growth, hard-fought battles, and bold organizing across Local 1180's private sector. As members look to 2026, the focus remains clear: organizing new shops, strengthening contracts, and protecting workers no matter what challenges lie ahead.

Have an UPDATE or NEWS from your Private Sector Shop?

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