

May 7, 2021

Elizabeth Gray
President and Chief Conservation Officer
The National Audubon Society
1200 18th Street N.W.
Washington, DC 20036

Via Email: elizabeth.gray@audubon.org

Dear Dr. Gray:

We are writing to inform you that a majority of the non-managerial staff at the National Audubon Society have signed union authorization cards indicating our desire to be represented by the Communications Workers of America for the purpose of collective bargaining. We ask that you recognize CWA as our collective bargaining representative. Should you want proof that the union enjoys majority support, we would be happy to submit the signed authorization cards to a mutually-agreeable neutral third party for verification.

When speaking about the union process, Audubon's leaders and board have stated on many occasions that the decision to unionize is a choice for employees to make for themselves and that leadership would not interfere with employees' decision-making. We are happy to report that employees have decided and the majority want a union. We look forward to Audubon voluntarily recognizing the union and negotiating a collective bargaining agreement, a process we believe will be amicable and will serve to strengthen the organization.

Card check and voluntary recognition is the best way to respect the democratic choice of workers to unionize. It is the norm among environmental organizations: Sunrise Movement, Greenpeace, Sierra Club, 350.org, and many others have all voluntarily recognized unions. Large corporations, such as AT&T, and Kaiser Permanente, and major non-profits, such as the Red Cross and National Public Radio, also voluntarily recognized unions when a majority of their employees signed union cards. We hope the National Audubon Society will not be an outlier.

Please respond by Friday, May 14, by communicating with CWA Organizing Coordinator Erin Mahoney at emahoney@cwa-union.org or 646-853-7100.

We ask for voluntary recognition with deep respect for and commitment to the National Audubon Society and its goals. We believe that unionizing and moving forward in a constructive relationship through collective bargaining is consistent with the company's values. We look forward to your response.

Sincerely,

The Audubon for All Union Organizing Committee

Recognition

The National Audubon Society recognizes the Communications Workers of America (CWA) as the exclusive bargaining agent for all full time and regular part time employees employed by the employer, excluding supervisors as defined by the Act.

Signed:

On behalf of the employer

Dated:

On behalf of the union

Dated: