

To our community:

We, the below signed are workers of Causa, whose voice has been actively silenced by the Union (*Unidxs por la Causa*) and felt the need to come out with a statement as a direct response to Causa's dissolution and the false statements that were made in the *Unidxs por la Causa's* statement.

We are workers that have been misrepresented by the union since its inception and we wanted to provide a statement to give you an actual "full picture" of what has been happening at Causa. The Union, *Unidxs por la Causa* has never fully represented its workers because workers outside of Causa's main staff were dismissed as temporary workers rarely given a chance to give an opinion. We did not choose who would represent us in Bargaining nor were we even shown the "Tentative Agreement" by the Union. Most of the communication we received was communication provided by the Executive Directors or Board at Staff Meetings. The proposed packages were never shared to us by the Union, or our representatives and we were never given access to files or information from the union.

Additionally, Management had shared with us that they were hoping we would move to mediation since our union representatives were declining the offers that were made by Management. Our union representatives declined mediation without putting the contract language to a vote, without consulting all represented staff and without informing us of our options. To say that *Unidxs por la Causa* represented all of us is a gross mischaracterization and falsehood. As of right now, the only employees who are represented by the statement provided by the Union are Lorena Manzo, Carmen Gonzalez, and Fatima Preciado. We, the majority, and the undersigned do not feel represented by the union, its communication, or its negotiating tactics.

While we are equally upset and disappointed that Causa will be dissolving, we believe that the reasons are much larger than what management and the union have been able to say. We the undersigned care deeply about the impact that this will have on our immigrant community most of all, but we felt like we could no longer be silent and watch idly as the Union made false statements about previous Executive Directors, our opinion and who they truly represent. This strife became less about workers' rights and more about the opinion of some employees as they actively silenced and ignored the majority.

It is hard to see an organization dissolve after so many years of hard work, but we believe that the fault of this is not on management alone and that *Unidxs por la Causa* also played a role. While we believe union organizing has often led to great victories for workers and worker rights, we cannot in good faith say that about *Unidxs por la Causa*.

Sincerely,

Ana, Elizabeth, Esmeralda, Janet, Julissa, Melina, Pilar