

**FOR IMMEDIATE RELEASE**

**Friday, December 10, 2021**

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**MOVE Texas United and MOVE Texas Reach Collective Bargaining Agreement**

*To begin at the start of the New Year, the 47 page contract will set an unprecedented example for the labor movement in the non-profit sector.*

TEXAS - After almost a year of negotiations between the employer and the union, MOVE Texas United (MTXU) can celebrate an inspiring process and several innovative strides outlined in 27 articles and two appendices. In a vote held on Friday, December 10, the members of MTXU voted unanimously to ratify the union's first collective bargaining agreement.

Highlights of the contract include:

- Full benefits paid for by the employer and 50% for dependents.
- Transparency with funding, coalitions, and partnerships.
- 40 percent employee board representation.
- \$50,000 wage floor for full-time staff, \$25/hr floor for part-time staff.
- 32-hour work week.
- 8-week paid sabbatical leave policy

MTXU is represented by the Office and Professional Employees International Union (OPEIU) Local 277. OPEIU Local 277 is made up of over 10,000 professionals working in various sectors across the United States and New Zealand. For more information about Local 277 visit [opeiu277.org](http://opeiu277.org).

“When nonprofit leadership comes to the negotiation table willing to listen and collaborate with their frontline staff we can start seeing progressive change that lifts industry standards in order to eradicate the nonprofit industrial complex. By collaborating on such issues as employee board representation and transparency around funding, MTXU and MOVE Texas leadership did just that on their first collective bargaining agreement,” said Jennifer Levine, an OPEIU Local 277 representative. “I’m really proud of the work that MTXU did in breaking barriers in their

industry. I look forward to representing MTXU and seeing how they can be an inspiration to other nonprofit employees across Texas.”

2021 was a tumultuous year for Texans and MOVE Texas workers who organized directly around the issues. From the February Winter Storm and its aftermath, to one of the most suppressive Texas Legislative sessions the state has seen in years, MTXU proved that in order for its workers to build a better Texas, it first needs to build a better workplace.

MTXU bargaining unit member Baron Mora said, “I believe this is a win not only for MOVE Texas and the Union movement in the state, but for all progressive, non-profit organizations in the nation. I truly believe MOVE Texas management and MTXU have, in partnership, created a contract like no other. We have set the standard for what the future of labor looks like.”

Read the full MOVE Texas United and MOVE Texas Collective Bargaining Agreement: [LINK](#)

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