

WHY WE'RE ORGANIZING



We, the staff of Jewish Voice for Peace (JVP), are excited to announce that we have unionized with the CWA Washington-Baltimore Newspaper Guild (CWA-WBNG) Local 32025. All eligible staff unanimously voted to unionize and received immediate recognition from JVP's leadership followed by an enthusiastic statement of support.

Founded in 1996, JVP is a grassroots Jewish nonprofit organization that opposes Zionism, supports the Palestinian call for Boycott, Divestment, and Sanctions (BDS), and advocates for the right of displaced Palestinians to return to their homes. We are the largest Jewish Palestine solidarity organization in the US, with 18,000 members and over 70 chapters around the country. We are proud to be the first organization in the Palestine solidarity movement to unionize and a part of the historic surge in nonprofit unionization taking place all over the country.

We are devoted to the work of JVP, which for many years has been a prominent voice within the Jewish Left and the Palestine solidarity movement. Unionizing our workplace aligns with JVP's progressive values and helps ensure that staff have the equity, capacity, and autonomy that we need to enact them.

The effort to unionize JVP was led by both Palestinian and Jewish staff of color, who view this victory as part of a broader racial justice transformation process within the organization. Our unionization work affirmed that Palestinians and anti-Zionist Jews of color have a common struggle to oppose Zionism and white supremacy in the world at large as well as in the organizing spaces we share.

Inspired by both Jewish and Palestinian radical labor history, JVP staff organized our workplace to make our ancestors proud and improve our material conditions. We want JVP to practice and embody anti-racism in all aspects of our work, both internal and external. We want to create a more sustainable work environment and foster a culture of care to prevent the burnout common at nonprofit

organizations. We want decision-making processes to be more transparent and include all of our voices. The union will help guarantee that JVP is a more equitable, supportive, and democratic workplace, and that we hold ourselves accountable to Palestinian movement leaders and organizations.

Our decision to unionize also grew out of our commitment to the movement for Palestinian liberation, which we see as inextricably linked to labor and racial justice movements. We believe unionizing is an opportunity to highlight connections between these movements as well as the interdependence and shared struggles of workers here and in Palestine. So often, the goals of the Palestine solidarity movement and the labor movement exist on either side of the same coin — for example, in campaigns to divest from Israeli apartheid and invest in futures where *all* workers on this land can live with dignity. We are excited to contribute to the ongoing work of building international worker solidarity by showing up for other progressive labor unions and encouraging them to do the same for Palestinians.

Toward liberation across all borders with workers and people of color at the forefront!