



WASHINGTON-BALTIMORE NEWS GUILD

LOCAL 32035 – THE NEWS GUILD – COMMUNICATIONS WORKERS OF AMERICA – AFL-CIO, CLC
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Mr. Manish Bapna
President & CEO
Natural Resources Defense Council
1152 15th Street NW, Suite 300
Washington, DC 20005

February 28, 2023

Dear President Bapna:

We are the Washington Baltimore News Guild, Local 32035, TNG/CWA of the AFL-CIO based out of Washington, DC. As you may be aware, we are also seeking to represent your dedicated employees at the Natural Resources Defense Council as their exclusive Collective Bargaining Agent. This Organizing effort is a federally protected right of employees under the National Labor Relations Act of 1935.

The employees of the Natural Resources Defense Council have the Workplace Right to the following activities:

- Forming, and/or attempting to form a Union in their workplace.
- Joining a Union whether the Union is recognized by the Employer or not.
- Assisting a Union in Organizing their fellow Employees.
- Being fairly and democratically represented by a Union of their choosing.

Any type of Employer retaliation, threats, intimidation or coercion that impedes the exercising of their federally protected rights is unlawful and will trigger a public Unfair Labor Complaint by The NewsGuild (Union) to uphold the honor, dignity and respect of the eligible employees to carry out the work they love while also legally Organizing their workplace before work, during breaks, at lunch and after work.

We urge the Natural Resources Defense Council to join with The NewsGuild to champion the rights of your outstanding employees to perform the above activities as we undertake a respectful dialogue and move forward together with the transparent, inclusive and equitable mission of both The NewsGuild and your organization.

Best Regards,

A handwritten signature in black ink that reads "Bruce C. Jett".

Bruce C. Jett
Guild Representative/Organizing Director

cc: Liz Shuler, President, AFL-CIO
Christopher Shelton, President, CWA
Cetawayo Parks, Executive Director, WBNG
Daniel Gabor, President, WBNG