

We the members of the New York Times Tech Guild **demand a contract that robustly and unambiguously defends trans, nonbinary, and gender nonconforming workers' rights to a safe, inclusive, and supportive workplace.**

In the face of unprecedented legislative attacks on trans, nonbinary, and gender nonconforming lives at a national level, we want the workplace environment at The Times to offer as much concrete support and protection as possible.

Many trans, nonbinary, and gender nonconforming employees have voiced concerns about their experiences at The Times. We are escalating these concerns and demanding remediations in our collective bargaining agreement to secure protections that current policies and laws do not.

We demand:

**Healthcare with comprehensive coverage for gender affirming care.** Trans, nonbinary, and gender nonconforming workers have unique health needs that require specialized care. Unfortunately, they also face unique barriers to accessing these essential services, even when they are nominally covered by insurance. We demand insurance riders to cover services that state laws may prohibit, out-of-network coverage, travel reimbursement and an FSA / HSA with employer matching for out-of-pocket medical expenses.

**Proactive transition plans for employees.** Just like parental leave plans, transition plans are an important tool to help employers and colleagues support one another. They can include medical leaves, timing to notify co-workers of changes, and other workplace accommodations.

**Trans-inclusive anti-discrimination workplace training.** As part of working with the proposed Labor-Management Diversity, Equity and Inclusion Committee, we demand the company commit to an anti-discrimination training course and other company-wide mandatory training around issues of diversity, fair treatment, respecting identity, and inclusion, that the Committee deems fit.

**Gender neutral bathrooms on every floor of every location.** No employee should have to spend extra time during their work day changing floors to get to a bathroom. Gender neutral bathrooms can be used by anyone and are essential for trans, nonbinary, and gender nonconforming employees who don't feel comfortable using designated men's or women's bathrooms.

**Support for name changes and use of preferred names across all company systems.** Using chosen or preferred names, whether or not they are legally recognized, across company systems is crucial in ensuring that trans, nonbinary, and gender nonconforming employees feel respected and safe at work.

**Just cause, no exceptions.** Just cause guarantees protections and due process to trans, nonbinary, and gender nonconforming employees, who are more likely to be discriminated against and unfairly fired.

**A dedicated resource for trans, nonbinary, and gender nonconforming employees.**

Employees should have access to a trans-competent person or committee for assistance navigating company resources and accessing gender affirming benefits. A centralized, dedicated committee / point person reduces current fragmentation across many channels. This helps the company understand the scope of issues trans, nonbinary, and gender nonconforming workers face at The Times, and helps employees navigate administrative challenges more effectively.

*Robust contractual protections are necessary to ensure that our trans, nonbinary, and gender nonconforming colleagues are able to succeed and thrive at The Times. These compounding structures of support will also improve our workplace as a whole. We're eager to discuss these concerns and more at the bargaining table.*