



FOR IMMEDIATE RELEASE:

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Justice in Motion Statement on Ongoing Collective Bargaining

NEW YORK – For more than twenty years, Justice in Motion has worked alongside our Defender Network across Mexico and Central America to defend the rights of migrants across borders. **That mission – and our commitment to the people who make it possible – remains unchanged.**

Justice in Motion's union-represented employees are currently exercising their legal right to strike as part of the collective bargaining process. We respect our employees' right to organize, bargain collectively, and engage in protected labor activity. At the same time, we remain committed to continuing our work with as little disruption as possible while negotiations continue.

Justice in Motion continues to operate during the strike. Although we had hoped to avoid a strike, we remain committed to supporting our Defender Network, serving our U.S. Advocate partners, and carrying our mission forward at all times.

Collective bargaining has been ongoing since February 2026. Throughout this process, Justice in Motion has negotiated in good faith with the goal of reaching an agreement that meaningfully invests in our employees while ensuring the long-term sustainability of our mission. We recognize that collective bargaining involves good-faith disagreements, and we remain hopeful that the parties will ultimately reach an agreement.

We believe it's important to share the principles that have guided our approach throughout these negotiations.

First, we believe our employees deserve compensation that is competitive, fact-based, and reflects their contributions. We developed our proposal using publicly available compensation data, nonprofit market comparisons, and living wage research in order to create a compensation framework that is both competitive and equitable for our geographically distributed workforce.

Second, we believe compensation should reflect both our employees' contributions and our responsibility to steward the resources entrusted to us by our funders and supporters. **Our goal has been to develop a proposal that provides meaningful salary growth while ensuring that Justice in Motion can continue serving migrant communities for years to come.**

Accordingly, our proposal includes:

- guaranteed salary increases over a three-year agreement;

- comprehensive, 100% employer-paid health insurance for employees and increased employer support for all levels of dependent health coverage;
- expanded paid parental leave; and
- our long-standing paid 10-week sabbatical benefit after seven years of service.

Throughout bargaining, we also agreed to a number of employee-centric proposals, such as additional compensatory time for international travel; increased opportunities for employees to engage directly with the Board of Directors; enhanced organizational financial transparency; and the creation of a sick leave donation bank.

We also evaluated our proposal against publicly available nonprofit compensation data. According to BambooHR's 2025 Compensation Report, the average salary increase for government/nonprofit employees in 2024 was approximately **2.6%**. By comparison, Justice in Motion's proposal provides an average annual compensation increase of approximately **5.7%** across the bargaining unit, with guaranteed increases of **6%, 4%, and 4%** over the life of the agreement.

During bargaining, the union emphasized the importance of ensuring that employees earn a living wage. We share that objective and evaluated compensation using the publicly available MIT Living Wage calculator, which is widely used to estimate living wages across the United States. Based on that methodology, we were able to confirm that every current bargaining-unit employee already earned above the applicable living wage for the community in which they live before bargaining began. Our proposal would, in fact, move each employee's compensation even further above the applicable local benchmark.

We remain committed to bargaining in good faith and to reaching an agreement that reflects our respect for our employees while preserving Justice in Motion's ability to fulfill its mission for years to come.

We are deeply grateful to our employees, our Defender Network, our funders, our U.S. Advocate partners, and the migrant communities we serve every day for their continued trust during this process. We remain committed to clear communication, to negotiating in good faith, and to the shared work that unites us: advancing justice for migrants and their families.

For additional information about Justice in Motion's collective bargaining proposal, please see our accompanying [Understanding Justice in Motion's Current Collective Bargaining Proposal](#).

If you have questions about this statement or about Justice in Motion's ongoing operations during the strike, please contact **Cathleen Caron, Executive Director** at cathleen@justiceinmotion.org.

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[Justice in Motion](#) protects migrant rights by ensuring justice across borders. Our unique network of on-the-ground human rights defenders in Mexico and Central America partner with U.S. advocates to make sure that wherever migrants go, their rights will follow.