



# ATK United Mission Statement

“We are doing this for each other and everyone who comes next.”

For nearly 30 years, America’s Test Kitchen has been teaching home cooks the skills they need to be confident and capable in the kitchen. We are the talented and driven cooks, writers, editors, photographers, videographers, web developers, designers, production specialists, shoppers, on-screen talent, and more who bring ATK’s mission to life. We proudly produce and support ATK’s award-winning content, including *Cook’s Illustrated* and *Cook’s Country* magazines and their related websites, two PBS television shows and other video content, myriad cookbooks, equipment and ingredient reviews, several podcasts, and an online cooking school.

While this is our dream job, it’s no one’s dream to live paycheck to paycheck. We love our work, and we are committed to maintaining and building upon our brand’s excellent reputation for decades to come, but our salaries have always been egregiously low, especially given the high cost of living in the Boston area. While the company has seen record profits in recent years, a significant percentage of us could not afford to work at ATK without supplemental income, either from second jobs, our families, or our partners. Many of us are forced to make continued sacrifices due to insufficient resources. We are forming a union so that we can use our collective voice to rectify these injustices and have a seat at the table where decisions are made.

Unionizing will give us the agency to negotiate a fair, transparent, and enforceable contract and the security of knowing that our jobs and benefits cannot be threatened or revoked. We seek to negotiate a contract that will include (but is not limited to) the following:

- Competitive salaries that enable us to live with dignity.
- The correction of the pattern of chronic understaffing, unfilled vacancies, and uncompensated tasks added on top of other full-time responsibilities and outside of job descriptions.
- Increased subsidization of commuting costs.
- Transparent and consistent processes for hiring, freelancers, performance reviews, promotions, and pay increases, including the development of a nonmanagerial pathway for advancement.
- Clear levels of compensation for participation in video, television, and social media platforms.
- Increased company support for health care costs and increased say in benefits and wellness programs to meet our needs.
- A sincere commitment to increased diversity at all levels, from the nonmanagerial level through senior management, with a focus on retention.
- The continuation of remote work flexibility whenever possible and the establishment of processes for employee input regarding in-office policies.

We are confident that these systematic improvements will benefit the company as a whole, including its public image and its bottom line. We ask that management voluntarily recognize our union. Given management’s frequently expressed commitment to creating the best place to work, we anticipate that they will negotiate amicably and in good faith.