



Volume 3 | Issue 5

October 2025

MN GUILD NEWSLETTER

Safety for journalists sparks working group

The Minnesota Guild, in partnership with SAG-AFTRA Twin Cities, has formed a working group to explore what we can do to increase reporter safety in the field. Given the increase in [rallies and protests](#), domestic and [police violence](#), and [anti-press rhetoric](#), we feel compelled to take action. [Reach out to Allana](#) if you'd like to join or support.

Next level AI protections

Journalists in France get paid when AI uses their work, so why do U.S. journalists get shut out?

French unions won agreements ensuring that when publishers strike AI licensing deals, [journalists get a direct share](#) of the revenue. At Le Monde, that's 25% of AI licensing revenue redistributed to staff.

Minnesota Guild election update

In odd years, the MN Guild elects members to serve on our executive committee. Nominations take place at the September Membership Meeting and winners begin their term in January. Last month, all eight open positions were uncontested for their seats. This will be the first full term for Mara Klecker (Vice President), Zamone Perez (Secretary) and Sierra St. John (Nonprofit) who were asked to fill a vacancy last term. For chairs who represent units of at least fifty members and the Duluth News Tribune, their respective units will conduct elections before January.

UPCOMING EVENTS



Steward Training

Our training series brings stewards of all experience levels together to lift up our successes, obstacles, best practices, helpful resources, and materials. Each module focuses on one of the core roles stewards play in our union. While the series is designed to be attended in sequence, it is totally possible to attend a single workshop to brush up on a particular topic. Register to join our trainings by visiting newsguild.org/events



10
16

Steward training #4: A Problem Solver

6:00–8:00PM CST | Thursday, October 16th

[Virtual Training Link](#). Review how stewards turn workplace issues into organizing issues. We'll practice planning collective action.

10
30

Steward training #5: A Union Representative

6:00–8:00PM CST | Thursday, October 30th

[Virtual Training Link](#). Build confidence in asserting your rights and contract, then role-play through Weingarten and grievance meetings.



TOGETHER WE FIGHT! TOGETHER WE WIN!

READ ON for more stories of union members coming together and making real gains.

Photograph by Ted Eytan, courtesy Flickr, under Creative Commons license CC BY-SA 2.0.

UNIT UPDATES

Victory Through Solidarity; Clean Water Action Drops Harmful Quota Plan

By James Rodriguez (*Clean Water Action MN*)

Earlier this year, I shared with you our union's fight to stop management from implementing a new fundraising standard, a move that many of our field canvassers saw as harmful and unnecessary.

* effects bargaining:

When an employer introduces a new rule or policy, it may have to bargain with the union about the effects of that change on the members.

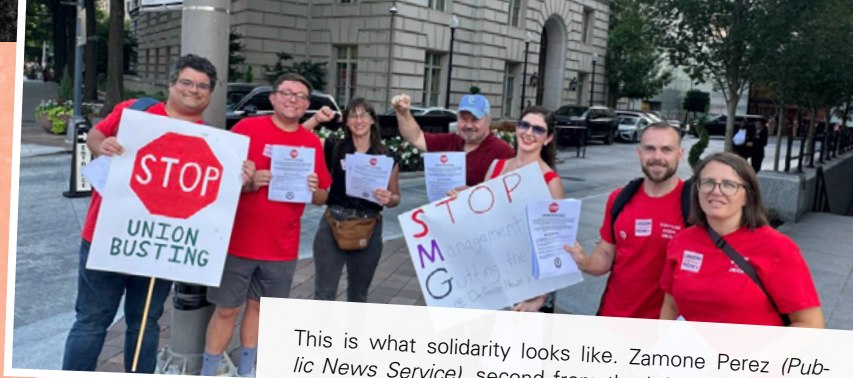
Management announced the quota late last year. While they refused to bargain over the standard itself, we exercised our right to *effects bargaining** — pushing back on how the change would impact our work. Stewards across departments organized one-on-one outreach, and 90% of our unit stood ready to take action. That unity delayed the rollout and opened the door to real dialogue.

Then in mid-August, just as a new round of discussions was set to begin, management informed us that they were dropping the plan entirely. The quota would not be implemented. Instead, the metrics would be treated as a focus - not a job-threatening requirement.

This was a major win, and it didn't happen by chance. Every one-on-one conversation, every packed Zoom meeting, and the solidarity of our full unit - not just those directly impacted - made this outcome possible. It was a real testament to building solidarity through strong organizing.

As one field canvasser and new shop steward, Cooper Glick, put it: "The idea of adding another quota on top of our fundraising standards was scary for me and my coworkers. But we made our concerns heard, and because we kept pushing back, we got this idea scrapped. It shows how when we come together and are truly motivated, we can achieve our goals."

We're celebrating our victory and carrying that lesson forward into whatever comes next.



This is what solidarity looks like. Zamone Perez (*Public News Service*), second from the left, supported the Washington-Baltimore News Guild on their picket line.

Stronger Together:

What I Learned at the Bargaining Table

By Shanteya Hudson (*Public News Service*)

This was my first time sitting at the bargaining table, and it was truly inspiring. Being part of this process gave me a deeper appreciation for the teamwork and dedication it takes to secure a strong contract. After benefiting from the bargaining unit's hard work in the past, it meant a lot to have the chance to give back and advocate for my colleagues. I saw firsthand what it looks like when people come together, stay patient, and fight for something bigger than themselves.

Over the course of eleven sessions, our team stayed united and achieved major wins. We secured across-the-board raises of three percent immediately, four percent in 2026, and three and a half percent in 2027. The new contract also includes a one-thousand-dollar anniversary bonus starting in 2026 and a clear bonus structure for high producers to ensure fairness and transparency.

We also made meaningful improvements to benefits and protections. The company will now cover 25 percent of dependent health premiums and 100 percent of dental and vision for dependents. We added six paid sick days each year, community service leave, and a shorter waiting period for new parent leave eligibility, which is now three months instead of twelve.

Beyond pay and benefits, we strengthened job security, added AI protections, recognized Juneteenth as a paid holiday, clarified PTO rollover options, and reinforced a healthier work-life balance for everyone.

Being part of this experience reminded me that progress happens when people show up for each other. I am so proud of what we achieved together and even prouder to know this contract reflects the heart and strength of our newsroom.

IN THE NEWS...

Language interpreters fight is about justice for all

Professional language interpreters working for LanguageLine Solutions (LLS) are calling on the company to respect their employment contracts. Communication Workers of America (CWA) has been [assisting on their organizing campaign](#).

LLS [workers are demanding](#) that LLS to agree to:

- A neutrality agreement that would establish a pathway to unionization.
- End the practice of hour reductions.
- Raise wages to retain qualified interpreters.
- End LLS's non-compete policy, especially when the company is unable to consistently provide full-time work.

"This struggle reminds me of my grandfather, who stood up for workers in the 1950s. I, too, feel the responsibility to speak out. Joining a union is the answer to our prayers and the way to turn our voices into real change," said Aizo Nokes, an LLS interpreter.

While the Guild is not involved in the organizing efforts at LLS, our members at Hennepin Healthcare Services (HHS) are intimately affected by the results of their campaign. HHS uses LLS to supplement the language interpreter department with rarer languages, off-peak demand, or administrative needs.

"It's frustrating but not surprising to hear that they have low wages, precarious job protections, and high turnover," reported Santiago Morgan, a Spanish interpreter and longtime head steward of our unit at HHS.

Millions of Americans will see their health care costs spike an average of 75% in coming months unless Affordable Care Act subsidies are renewed by Congress.

Initially passed in 2021, these subsidies reduced the amount ACA policyholders paid for coverage through tax credits and raised the income cap for households receiving them, [according to PolitiFact](#).

Democrats in Congress have refused to vote for Republican legislation to fund the federal government because it does not include a provision to renew the subsidies. The impasse led to the current government shutdown.

The AFL-CIO is calling for "a permanent, clean extension of the ACA tax credits," warning that their expiration will lead to increased healthcare costs for everyone. You can find more information — including how to contact your elected representatives — [on the AFL-CIO website](#).

"In some ways we are competing for the same job," he admitted, "but the patients in my hospital deserve an equitable experience no matter their language proficiency." He thinks that if the workers win the right to bargain for better working conditions, it will improve patient experience at his hospital too.

If workers win better benefits, that also means other language interpreters aren't being undercut by workers who are underpaid and devalued.

**STOP HEALTH CARE
PRICE SPIKES**

CONGRESS MUST ACT.

CALL: 855-493-4407

**TELL YOUR SENATORS AND REPRESENTATIVE
TO STOP THE HEALTH CARE PRICE SPIKE NOW!**



AFL-CIO
AMERICA'S UNIONS

IN THE NEWS...

DHS proposed changes raise alarms for Press Freedom Advocates

In August, the Department of Homeland Security (DHS) proposed a rule change to shorten the visa terms for foreign journalists from five years down to just eight months. Eight months is not enough time to develop sources, understand the news coverage area and get a sense for the culture, not to mention upend their lives.

The NewsGuild also fears that other countries may react by similarly reducing the time allowed for U.S. journalists to work in another country.

The Reporters Committee for Freedom of the Press and 26 media organizations including the NewsGuild-CWA, submitted a public comment urging a DHS to reconsider. They highlighted the risk that this process could be used to retaliate against reporting perceived as unfavorable to the U.S. government, among other concerns.

You can see the Reporters Committee statement [here](#) and a statement from Press Freedom organizations [here](#).



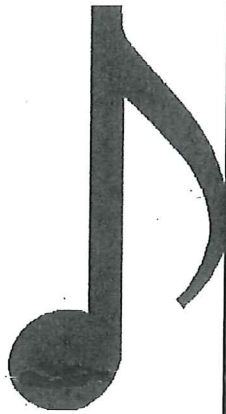
Emily Steinmetz (*MN Council of Nonprofits*) participated in the **Working Partnerships annual golf fundraiser** where we sponsored a hole. She “really appreciated the opportunity to play at such a beautiful course, meet such wonderful people and help raise funds for a worthy cause.”



Debbie Prokopf and Guild members Ryana Holt, Tawana Coleman-Cooper, and Maggy Otte (*Hope*) at the **Minnesota State Fair**, meeting the community and representing CWA at the labor pavilion.



You are invited to join the



Twin Cities Labor Chorus

Rehearsals @ 5:30 p.m.

2nd/4th Tuesdays

MINNESOTA AFL-CIO

175 Aurora Ave., Saint Paul

(near University and Rice)

All voice parts and ages are welcome



Information:

Dave List

651-216-8688

call or text

You can also visit the Chorus
blog at [twincitieslaborchorus.
blogspot.com](http://twincitieslaborchorus.blogspot.com)

NO AUDITIONS

This activity is made possible by the voters of Minnesota through a grant from the Metropolitan Regional Arts Council, thanks to a legislative appropriation from the arts and cultural heritage fund. The Twin Cities Labor Chorus is also funded by Minnesota unions, members, and allies.



metro
regional
arts
council

2026 Peace Calendar

*Provocative...
Inspirational...
Visionary...
Essential*



Three Generations Working to Open Doors
Full Year 2026 - 2027

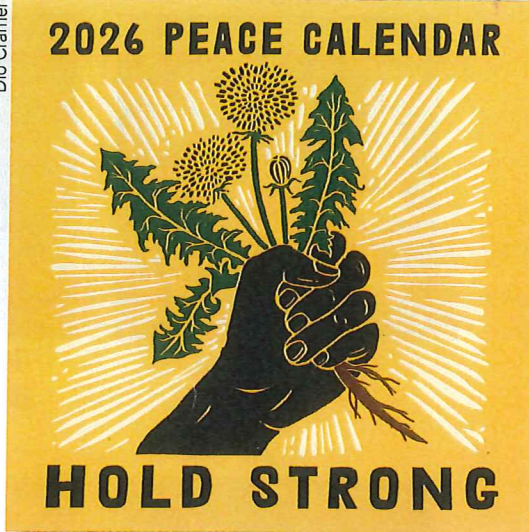
DECEMBER ~ DICIEMBRE

Sunday Domingo	Monday Lunes	Tuesday Martes	Wednesday Miércoles	Thursday Jueves	Friday Viernes	Saturday Sábado
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Prisons do not disappear social problems,
they disappear human beings. -Angela Davis

Joel Bergner

Dio Cramer



A full year of dynamic, uplifting artwork to sustain us through challenging times. The diverse array of media and styles – murals, painting, illustration, photography, and mixed media – will enrich your days throughout 2026. Dio Cramer's powerful cover art calls us to resist together, to **Hold Strong** to our values.

- Over 400 people's history dates
- Holidays for many faiths
- Lunar cycles, 13 native moons
- Monthly action steps **NEW**

Calendar
Printed by IUPAT Local #31.

*I'm grateful for these evocative invitations to lift up the values of humanity.
Each entry is a call to creative resistance.
– Robin Wall Kimmerer*

Peace Calendar available as a premium
with \$25⁰⁰ contribution to
Twin Cities Labor Chorus



Make checks payable to "WORKING PARTNERSHIPS."

Mail to
T.C. Labor Chorus
PO Box 40095
St Paul MN
55104

Contact Dave List 651-216-8688
voice or text

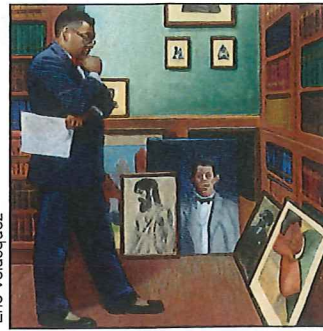
Peace Calendar Artwork

January



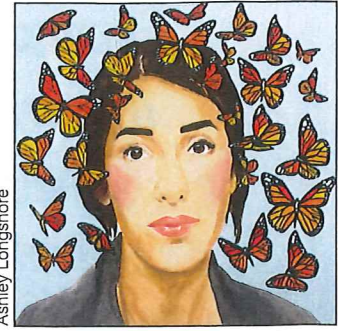
I Am...

February



The Man Who Built a Library

March



Nadia Murad

April



The World We Share

May



Rising Up Against Fascism

June



Transgender Pride

July



Grief In and For Palestine

August



Flood In De Main Road

September



Disability Justice

October



Syracuse Resists Fugitive Slave Act

November



Celestial Embodiment

December



Three Generations Working to Open Doors