

Grassroots Platform

With **union democracy**, we will build a **worker-led strategy** to win the **transformative change** we need.

Where we are

We are the largest tech guild in the nation with bargaining rights. In the past year, we organized countless actions, held a monumental strike (the largest in the industry, during a presidential election, with a huge contingent of remote workers!), and won a landmark first contract with fundamental protections like Just Cause.

Every day, members of our slate work to enforce our contract and member rights. We're stewards, contract committee members, action organizers, and members like you who care deeply about our workplace conditions.

This election determines the vision for how we'll enforce our current contract and bargain our new contract in 2028.

What we are fighting for

Our union will always fight for bedrock rights like equitable pay, time off, layoff protections, transparent promotion practices, and better healthcare. But we also recognize we have the opportunity to set a precedent for our industry: in our second contract we can fight for seismic shifts such as AI governance or a four-day workweek.

The stakes are high - the NLRB itself is under threat, and institutions are dismantling workers' rights on every front. Our own company's leadership continues to squeeze us more each day.

If we want to see step changes in our working conditions, we must fight for our members' highest priority goals. Democracy in our workplace is more important than ever.

How we will get there

We will be member-led

Our strength comes from our members and their expertise, so the power to set strategy and make decisions needs to rest in their hands. We also can't achieve the transformational change we need if we continue to burn out a few heroes. As your elected leaders, we would commit to lead, but not to carry, lifting up rank-and-file members and enabling them to join in the work.

What this will look like in practice

- The Unit Council and Bargaining Committee will prioritize training and empowering more organizers.
- Unit officers will call for unit-wide votes more often and honor the results.
- We will deliberate as a unit at crucial moments like starting and ending a strike, and will decide together how we measure consensus before making any decisions.

- We will actively build on our robust stewards network, empowering bottom-up collective action at team levels and making sure the network is engaged, diverse, and constantly growing.
- We will make sure organizers with different skillsets, backgrounds, interests, and capacity can all find opportunities via:
 - A “volunteer board” with opportunities categorized based on geography, skill set or availability.
 - Steward rotations of a set amount of time
 - Clear working group expectations and time commitments
 - Flexible meeting times and practices
 - Identity-based caucuses

We will be transparent

As your elected leaders, we will commit to earning and sustaining your trust . We will commit to being as transparent as possible with our negotiations, and to have a clear communication strategy.

What this will look like in practice

- We will prioritize informed decisionmaking, not strategic secrecy, as a bargaining strategy.
- Unit meetings will occur regularly, with space for both top-down and bottom-up communication.
- If elected bodies need to withhold or delay communications, we will explain our reasoning and take accountability.

We will move quickly and collectively

We need a democratic and engaged unit that can balance cohesion and agility. We believe that good processes and strong communication can achieve that.

What this looks like in practice

- We will prioritize group deliberation in everything we do, until it is second nature.
- In addition to unit votes, we will use polls, small group sessions, and async working groups to quickly establish consensus and stay in touch with the unit.
- We will share information as early as possible and will be clear about timelines, so that when we need to move fast, we can.
- We will work as a unit, setting up a transparent system to handle moments when we can't find consensus.

We will set up systems that outlive us

We want to establish processes that set our unit up for success in the long-term, through every strike and every grievance. As we find what works, we can codify a foundation that will stand strong as different leadership groups come and go.

What this will look like in practice

- We will enable the Grievance Committee to stay vigilant and pursue all contract violations.
- We will devise our own strike strategy and raise our own supplementary strike fund, so we have the capacity to strike longer and for maximum effect.

- Unit members will elect a bargaining committee. Our goal as leadership will be to encourage candidates with diverse backgrounds that are representative of our unit.
- The Unit Council will be able to call for a vote any time there is an issue they feel warrants unit cohesion.

We will be ambitious and creative

We will start with what drives us, and ask ourselves how we can build the power we need to achieve those ambitions. There are many levers available to us, and we will encourage members to pursue new tactics. We believe in an abundance mindset; we gain confidence in ourselves and trust in each other every time we try something new.

What this will look like in practice

- We will seriously consider step changes, like a four-day work-week or remote work protections
- We will fight for a wall-to-wall shop at The Times, including The Athletic and Wirecutter.
- We will highlight opportunities in the greater labor movement, with the NewsGuild, CWA, and beyond.
- We will lean into our strengths as tech workers, like we did with the remote strike, wage calculator, and text-outreach app.
- We will be prepared to strike the day our contract expires, and will work to build our capacity to strike longer and for maximum effect.

How we will lead

Our slate's unit officer candidates are:

- Jeff Sisson - Chair
- Kait Hoehne - Vice Chair
- Emma Brennan-Wydra - Secretary

Jeff, Kait and Emma are all coming to these roles from different circumstances - Kait and Jeff are parents of young kids. Kait is fully remote. Emma lives with chronic illnesses - and we know that is a reflection of the complex needs of our unit. As your officers, we will lead by listening to our members, standing strong in the face of management, and lifting up more leaders across our unit.

Our slate's unit council candidates are:

- Minerva A.
- Nolan B.
- Dylan C.
- Zoe C.
- Gabriela C.-C.
- John C.
- Shay C.
- Angela G.
- Ben H.
- Michael H.
- Yuchen J.

- Penina K.
- Joe K.
- Rohan R.
- Jamal R.
- Sierra S.
- Vikram S.
- Olov S.
- Jesse T.
- Erica V.

We are running with a full unit council slate because our goals are shared - they don't belong to any one of us - and we will need to act collectively to accomplish them. Our slate's Unit Council is made up of veteran organizers across the unit with a diversity of lived experiences. Our candidates have built relationships across all functions of workers, and have spent years organizing around issues such as RTO, performance, compensation, cross-unit solidarity, and jurisdiction. As the Unit Council, we will be accountable, committed, and inclusive.