

Tab 1



## **2025 Quarterly Delegate Assembly**

Thursday, July 10, 2025

5–7pm ET

“We don’t need any more writers as solitary heroes. We need a heroic writers’ movement — assertive, militant, pugnacious.

That is our mission and our risk: we have chosen it.

It is also our power: we have earned it.”

–Toni Morrison, American Writers Congress 1981

## AGENDA

### SECTION 1: Welcome and Member Presentations

**5:00** Sign-on

**5:05** Welcome – Larry Goldbetter and Olivia Schwob

- President's welcome
- Community standards
  - Take turns
  - Step up, step back
  - What's said here stays here; what's learned here leaves here
  - Assume good faith
  - Better together
- Overview of DA packet
- Review and vote on financial reports
- Review and vote on DA rules
- Review and vote on agenda

**5:25** Contextualizing the Moment – Bill Fletcher, Jr.

**5:35** Spotlight Presentations

- Generative AI – Becky Little
- Immigration – Sherry Kane
- Media Economy – Roshan Abraham


**6:05** Breakout Groups

- What did you hear that energized you most?
- What did you hear that challenged you most?
- At the March quarterly DA, we passed a resolution committing NWU to the fight against fascism. Based on what you've just heard, what's one action you can take as an NWU member toward that fight?


**6:20** *7 min break*

### SECTION 2: Union Business and Closing

**6:27** First Resolution: 5 min presentation, 10 min discussion and vote

 Policy and Advocacy Committee Resolution 2025 DA.docx

**6:42** Second Resolution: 5 min presentation, 10 min discussion and vote

 Bylaws Amendments to Resolution Requirements Resolution: 2025 Summer DA

**6:57** Closing Remarks – Larry Goldbetter

**7:02** Adjourn

## DRAFT RULES & PROCEDURES

- 1) Registered Delegates and Officers present during the DA shall vote, with voting privileges extended to registered Chapter and Division chairs.
- 2) Votes will be counted by the timekeepers and the acting Recording Secretary.
- 3) All matters before the DA shall be decided by majority votes unless specified otherwise in the Bylaws or these rules.
- 4) Bylaw changes require a two-thirds majority of those voting.
- 5) Votes shall be by voice or roll call, as determined by the chair, save that a majority of the Delegates may require a roll call.
- 6) The presence of a majority of all registered Delegates shall constitute a quorum.
- 7) In all cases not covered by these rules, the most recent edition of Robert's Rules of Order shall govern.
- 8) Suspension of these rules requires a two-thirds majority of those voting aye or nay.
- 9) The quarterly DA is open to all NWU members and invited guests. Everyone can have a voice.
- 10) Rulings of the chair may be appealed by any Delegate. Appeals are decided by majority vote.
- 11) Anyone wishing to be recognized will write "stack" in the Zoom chat.
- 12) The President shall chair the Delegate Assembly or designate another Officer or Delegate to temporarily assume the role of chair.
- 13) Debate on any one resolution or amendment can be extended or closed by a simple majority. This time limit shall not include time used to address Points of Order or Points of Information.
- 14) Members addressing an amendment shall have **two minutes** to speak at any one time. A member may not speak twice on an amendment if there is another member who has not yet had the opportunity to speak and wishes to do so.
- 15) Any amendment to any proposal that is on the floor must be voted on by the assembly.

## **ROBERT'S RULES OF ORDER CHEAT SHEET**

### **PREPARED BY JONATHAN ROSENBLUM**

#### ***How does debate get underway?***

The chair will introduce the motion in summary form

- *"This is a motion to provide every NWU member with a cream cheese bagel once a month."*

A Delegate (anyone) needs to second the motion in order for debate to begin.

- *"I second the motion."*

Debate begins, the chair calls on speakers. It's best if every speaker says clearly whether they are speaking in favor or against the resolution.

#### ***How do we end debate and vote on the resolution?***

At any point, a speaker can "move to close debate" (they also can say, "I call for the question."). This is a procedural vote, not a vote on the substance of the resolution itself. Note: You cannot both speak on the substance of the resolution and then move to close debate. Nope, that's cheating! Choose one or the other.

Once someone has moved to close debate, the chair will ask if there is a second to that motion. If there is, then the chair will announce:

- *"We will now vote on ending debate on this resolution. This is not a vote on the resolution itself – that will come next. All in favor of ending debate vote aye....all against, vote nay....all abstentions."*

If the vote to end debate fails, we continue debate. If the vote passes, then we move immediately to vote on the resolution. There is no more debate. The chair then restates the resolution summary and calls the vote:

- *"We will now vote on the motion to provide every NWU member with a cream cheese bagel once a month. All in favor of this motion vote aye....all against, vote nay....all abstentions."*

At any point, if the chair sees that no one is wanting to speak further, she can close debate and announce a vote on the motion, saying:

- *"Seeing that no one remains in the queue to speak on the motion, we will now proceed to vote. We will now vote on the motion to provide every NWU member with a cream cheese bagel once a month. All in favor of this motion vote aye....all against, vote nay....all abstentions."*

### ***What if I want to propose a change (“amendment”) to the resolution?***

To introduce an amendment then a speaker, when called on, should say:

- “I propose an amendment that specifies that these be poppyseed bagels, and that members be given the option of selecting low-fat cream cheese.”

That’s all you say (to start). You cannot speak on the substance of your amendment until after it’s been seconded. Propose the amendment and then it’s back to the chair.

The next step is for the chair to ask the delegates if there is a second to the amendment. If there is no second, then the amendment dies and we move on to the next speaker. If there is a second, then the chair hands the mic back to the maker of the proposed amendment to speak to why they support it. Debate then commences on the amendment, not on the main motion.

We end debate and vote on the amendment in the same way described above (“*How do we end debate and vote on the resolution?*”). In closing debate on the amendment and then voting on the amendment, the chair should remind the delegates that we are acting on the amendment, and following that we will take up (for debate and vote) the underlying resolution itself.

Amendments don’t have to bog us down! Once an amendment is made and seconded, then the chair can ask the original maker of the motion if that amendment is “friendly” (consistent with the intent of the underlying motion):

- “Does the maker of the motion agree that the poppyseed-and-low-fat amendment is a friendly amendment?”

If the original maker of the motion agrees that it is a friendly amendment, then the amendment gets incorporated into the motion without further debate.

### ***What if I want to draw attention to a breach of rules, improper procedure, etc.?***

You raise your hand and say:

- “Chair, point of order. Rosenblum is dominating debate and not letting other people speak.”

The chair rules on the point of order. “Rosenblum, sit down and wait your turn.”

### ***What if I have a question about the motion itself (not a statement pro or con)?***

You raise your hand and say,

- “Chair, point of information. When the motion says ‘every NWU member’ does that include members who are arrear in their dues, like Rosenblum?”

The chair either answers the question or asks the maker of the motion to respond. Then debate on the motion resumes.

### ***What if I can't hear or have something else to alert the chair about?***


You raise your hand and say:

- "Chair, point of personal privilege. I can't hear in the back of the room. Can you tell the speakers to speak up?"

The chair rules on the point of personal privilege:

- "Yes, I ask the speakers to please speak up, and Rosenblum quit those sidebar conversations."

## **TREASURER'S REPORT**

 June 2025 Financial Report

 January–June 2025 Financial Report

## **TRUSTEES REPORT**

Trustees contribute to Executive Committee Meetings and financial policy meetings each month by developing insights on observable trends, issues, and opportunities in how we manage our shared resources as a union. We also currently support the completion of the 2024 financial audit provided by the Gould, Kobrick and Schlapp (GK&S) CPA firm as points of contact and resources for information as needed. Our work on an internally administered, comprehensive audit of our union's 2024 structures, policies and resources following OLMS guidance for union trustees began when we took office on July 1, 2024 and is also nearing completion, pending receipt and review of GK&S's final report and recommendations. The internal audit for 2025 will begin later this fall when we can schedule an in-person visit to the NYC office.

## **PAID ROLE REPORTS**

As part of our ongoing commitment to improving transparency and internal communication, each paid worker in our union has [drafted a job description](#) outlining their primary responsibilities, salary or stipend amount, and goals. Each individual will also be submitting reports in advance of quarterly virtual Delegate Assemblies highlighting their successes, challenges, and calls for support. Both documents will be uploaded to the [members' section](#) of the NWU website where they'll be kept as a record available to all members.


**President, Larry Goldbetter**

 Q2 Report: President

**1st VP, Abigail Higgins**

*Abby is currently on parental leave and does not have a report for this quarter.*


**2nd VP, Olivia Schwob**

 Q2 Report: 2nd Vice President


**Treasurer, Mauricio Niebla**

 Q2 Report: Treasurer


**Recording Secretary, Jonathan Rosenblum**

 Q2 Report: Recording Secretary

**Communications Manager, Elena Novak**

 Q2 Report: Communications Manager

**Campaigns Coordinator, Eric Thurm**

 Q2 Report: Campaigns Coordinator

**Grievance & Contract Coordinator, Barbara Mende**

 Q2 Report: Grievance & Contract Coordinator

**UA Co-Coordinator, Olivia Aylmer**

 Q2 Report: UA Co-Coordinator

Note: The DMD recently elected Khawla Nakua as the new Operations Co-Chair and Cyrena Touroas as the new Organizing Co-Chair; outgoing co-chairs Abby Higgins and Olivia Schwob have been supporting them through this exciting transition!

 **GET ACTIVE IN YOUR UNION!** 

- **Book Critics** – This group organizes people who write about books, raising awareness of low pay and abominable working conditions throughout the sphere of literary



criticism and coverage. We do this through skills workshops, consciousness-raising social media campaigns, panels, and data collection about pay rates and payment practices. If you care about the fate of criticism in an era of change, come join us!

- **Contact:** Daniel Felsenthal, [daniel.felsenthal@gmail.com](mailto:daniel.felsenthal@gmail.com) and Pete Tosiello, [ptosiello@gmail.com](mailto:ptosiello@gmail.com)
- **Bylaws** – At the end of 2022, members of the National Executive committee evaluated the need for major updates to our union bylaws. The Bylaws Committee researches and develops the language necessary to accurately describe our union's roles, decision-making process and operating procedures, and shapes these into proposals for ratification by Delegate vote.
  - **Contact:** [nwu-bylaws-cmte@googlegroups.com](mailto:nwu-bylaws-cmte@googlegroups.com) / Signal
- **Generative AI** – Join this group if you're interested in learning more about generative AI and its effects on our industry and work, and if you'd like to work with like-minded peers on ensuring the safety of our profession and the role we play in society.
  - **Meetings:** [Monthly on Fridays at 3pm ET](#)
  - **Contact:** [nwu-generative-ai@googlegroups.com](mailto:nwu-generative-ai@googlegroups.com) / Signal
- **Grievances and Contracts** – When union members want advice on a contract they have been offered by a publisher, or are cheated, tricked, or ignored, our nationwide network of trained grievance officers helps members settle disputes with publishers and clients. To date, we have recovered over \$1.7 million for members. The grievance and contract committee is always seeking volunteers.
  - **Contact:** David Hill, [dhill@nwu.org](mailto:dhill@nwu.org)
- **Health Care** – This working group is organizing around the ways in which access to health care impacts our lives, as workers and otherwise, and building coalitions with fellow creative workers and existing movements for health justice in other spaces.
  - **Meetings:** [Monthly on Wednesdays at 1pm ET](#)
  - **Contact:** Cyrena Touros, [cyrenatouros@proton.me](mailto:cyrenatouros@proton.me) / Signal
- **Immigration Justice** – This working group is organizing a response to mass deportations under the Trump administration.
  - **Meetings:** [Monthly on Wednesdays at 2pm ET](#)
  - **Contact:** Larry Goldbetter, [lgoldbetter@nwu.org](mailto:lgoldbetter@nwu.org)
- **Policy Campaigns** – We work for laws, regulations, and court cases to establish and enable creative workers to organize and assert our rights. Our members have worked to win [Freelance Isn't Free](#) legislation in cities and states across the country, protecting freelancers from wage theft by mandating payment within 30 days. We track and analyze state, national, and international policy developments, work with

allies, and have developed and maintain a long-term policy wish list for action by Congress on copyright, antitrust, journalists' rights, and other issues.

- **Contact:** Eric Thurm, [eric.d.thurm@gmail.com](mailto:eric.d.thurm@gmail.com)
- **Media Economy** – With mass layoffs across the media industry, this group is looking into alternatives to the current media economy landscape, like worker-owned co-ops and independent publications, and what it will take to wrest power away from Big Tech and into workers' hands.
  - **Meetings:** Every other Friday at 12pm ET
  - **Contact:** Roshan Abraham, [roshan.abraham@gmail.com](mailto:roshan.abraham@gmail.com) / Signal
- **Rate Sharing** – This group is building a more robust [database of rates](#) that media freelancers can use to negotiate higher compensation from their publishers, as well as organizing campaigns that draw attention to abysmally low pay across the industry.
  - **Contact:** [fsp-rate-sharing@googlegroups.com](mailto:fsp-rate-sharing@googlegroups.com)
- **Solidarity & Political Education** – This group organizes reading groups for our collective political education as well as actions of domestic & international solidarity with incarcerated writers, gig workers, Palestinian journalists, queer and trans media workers, and others.
  - **Contact:** Olivia Schwob, [olivia.schwob@gmail.com](mailto:olivia.schwob@gmail.com)
- **Speech & Retaliation** – On the heels of the [Red Lines report](#), this working group is planning skill-share events and rapid-response organizing against censorship and media repression.
  - **Contact:** Tanvi Misra, [misra.tanvi@gmail.com](mailto:misra.tanvi@gmail.com) / Signal
- **Unilateral Announcements** – According to American labor law, freelancers are not employees and therefore have no right to collectively bargain. Unilateral Announcements are our way around that — they set basic, public minimum working standards for freelancers at publications and other companies.
  - **Meetings:** [Monthly on Thursdays at 1pm ET](#)
  - **Contacts:** Abby Higgins, [abbyhiggins@gmail.com](mailto:abbyhiggins@gmail.com) and Olivia (O.) Aylmer, [oliviaaylmer@gmail.com](mailto:oliviaaylmer@gmail.com)

☀ **To view all NWU events, make sure to [add our shared calendar](#)!**

☀ **For more local or industry-specific organizing, reach out to your [chapter or division chair](#).**