

Clean Water Guild

Union Governance and Unit Structure

**Electing our leadership team and
learning our rights as a union**

By and For the Employees of
Clean Water Action | Clean Water Fund
May 17th, 2026



“Protecting our environment starts with fostering an ecosystem of sustainable working conditions and a culture of progress in both what we strive for and how we work.

We aim not just to improve our working conditions and engage in the decision-making process, but to make our organization more effective by connecting with each other and empowering all fellow workers nationwide.

As a union, founded on transparency, collaboration, and democracy, we will have the power and resilience to meet the moment.”

– Clean Water Guild (CWG) Mission Statement, published when we went public on April 14th, 2026.



CWG + MN News Guild!

The Executive Council of Clean Water Action | Clean Water Fund signed our Voluntary Recognition Agreement (VRA) on April 20th, 2026.

CWG worked out a tripartite agreement between the MN News Guild and PMWG – *with assistance from the national TNG-CWA union* – in the event a VRA was signed.

Due to that forethought, when that VRA was signed, **we all went under contract through the established MN guild contract!**

Contact: cleanwaterunion@gmail.com



PACIFIC MEDIA WORKERS GUILD

THE NEWSGUILD • CWA LOCAL 39521



Dues - 1.659% of gross paycheck

What union dues fund – this is an investment, not a cost:

- **Legal support** — Covers legal fees if we ever need representation or need to file a grievance
- **Guild staff support** — Pays for experienced staff who sit at the table *with us* during contract negotiations
- **Member education & resources** — Training, know-your-rights materials, steward development
- **Solidarity across the labor movement** — Our dues connect us to a broader network of unions fighting for workers everywhere. We are not alone in this.
- **More organizing** — Every dues dollar helps other workers start unions of their own



Clean Water Guild Unit Structure

Unit Council: The administrative leadership team for the Guild

Bargaining Committee: Responsible for gathering bargaining priorities, drafting contract proposals, attending bargaining sessions

Steward Council Network: A main point of contact with members, ideally one in each department, may accompany coworkers to meetings with management and may initiate grievance procedures, if necessary.

Unit Council Positions - Elected

Unit Co-Chairs – 2 positions

Unit Recording Secretary – 1 position

Unit Corresponding Secretary – 1 position

Steward Council Network Positions

Chief Shop Steward – 1 position

Shop Stewards – Canvas & Program Representation

Bargaining Committee Positions

Bargainers – will be nominated by Unit Council for equitable representation of guild membership nationwide.

Unit Council - 2 Year Terms



2 Positions

Unit Co-Chairs

Unit Co-Chairs are the central coordinators of Unit activities and contact persons for stewards in the steward network, bargaining committee members, and management. They take point in leading, recruiting, organizing, and selecting a representative bargaining committee in preparation for the next round of contract negotiations.

1 Position

Unit Recording Secretary

The Unit Recording Secretary manages union member and non-union member bargaining unit employees records and contact information. They will take and maintain minutes and notes of unit-wide meetings, as well as plan and lead new member orientations for newly hired fellow workers.

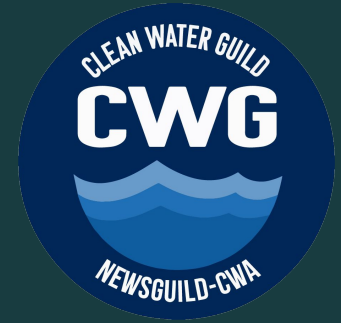
1 Position

Unit Corresponding Secretary

The Unit Corresponding Secretary will establish and maintain lines of communication. The Corresponding Secretary will manage communications with the whole bargaining unit, such as maintaining the union email account, managing and releasing all external communications with consensus from the other officers.

4 Positions Total **Unit Council Overview**

- 2 year terms
- Minnesota staff must be represented on the Unit Council.
- Unit Council members will be on the Bargaining Committee.



Unit Council Nominations

1 Unit Co-Chairs
Nominations:

**James Rodriguez (MN)
& Mac Glackin (CA)**

2 Unit Recording Secretary
Nomination:

Emily Plunkett (DC)

3 Unit Corresponding
Secretary Nomination:

Gage Frank (MA)

****Nominations for Unit Council close on 5/21/2026.****

Steward Council Network

Chief Shop Stewards

This officer centralizes the steward network. They work with and educate other shop stewards to develop a deep and detailed understanding of bargaining unit members' rights under the contract and relevant labor law.

Shop Stewards

Stewards are responsible for routine and regular communication with members, moving members to action, and accompanying members in Weingarten and other formal meetings with management.

- Workplace Organizers
- Communicators, Inoculators, and Educators
- Problem Solvers
- Union Representatives



Bargaining Committee

The **Bargaining Committee** represents fellow members in bargaining and is responsible for surveying members about their bargaining priorities.

Bargaining Committee Members participate in the bargaining process including drafting contract proposals, attending and actively participating in bargaining sessions (including caucuses), and communicating bargaining wins and challenges to the rest of the unit.

- Unit Council Officers will automatically be on the Bargaining Committee.
- There must be equitable representation from nationwide guild offices on the Bargaining Committee.
- Minnesota staff must be represented on the Bargaining Committee.



OPERATIONAL PLAN

Election Phase for Unit Council Officers into June Bargaining

Vote

Voting, if needed, runs from May 17–May 24

01

Certify Union Govt

Unit Council Certified by the Guild and Organizing Committee disbands.

02

Niche Finding

Former OC and Guild members find their niche in the Bargaining Committee or Steward Council Network.

03

Bargaining

Established Union government branches prepare for contract negotiations in June 2026 through bargaining survey response review, information request to employers, and sustained union organizing.

04



You're Unionized Now!

Know Your Rights & Your Contract!

Collective Bargaining - Grievance Process - No Unilateral Changes - Pay Floors Locked - No Involuntarily Transfers - Anniversary Raises

Just Cause

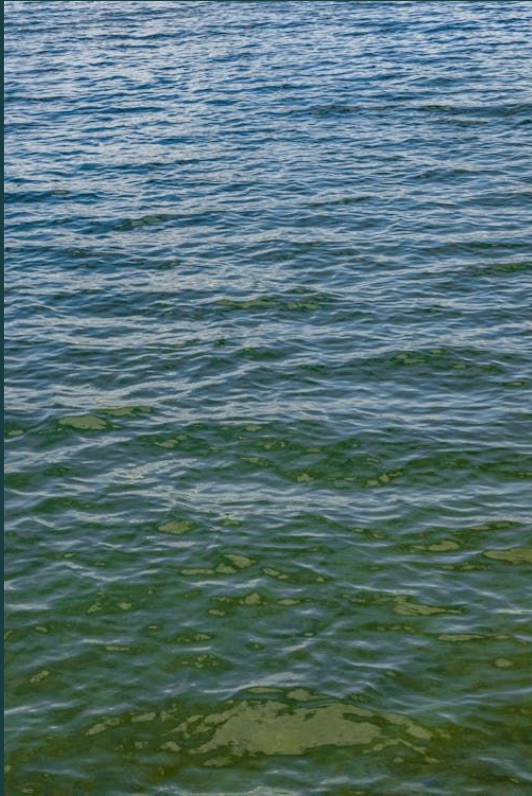
We are all no longer "at-will" employees! The employer must supply "just cause" when disciplining or laying off a Clean Water Guild member. The Just Cause standard imposes rigorous qualifications for discipline, and protects everyone in the union.

Weingarten Rights

Guild members have the right, upon request, to have their representative present during an interview that the employee reasonably believes could lead to discipline. This right was first articulated by the Supreme Court in the case, NLRB v. J. Weingarten, Inc.

Right to Information

Under the NLRA, Section 8(a)(5) imposes a duty on unionized employers to bargain in good faith with the Guild. A critical component of this obligation is the requirement to provide information requested by the union that is relevant and necessary to its role as the employees' representative.



NEXT STEPS

Bargaining Survey Information Request Bargaining in June

Minnesota Newspaper & Communications Guild <https://www.mnguild.org/>
Phone: 651-645-9000

Pacific Media Workers Guild <https://mediaworkers.org/>
Phone: 415-421-6833 Email: staff@mediaworkers.org

Esteban Gil, TNG-CWA, Pacific Media Workers Guild
Email: esteban@mediaworkers.org

Clean Water Guild <https://cwalocals.org/clean-water-guild>
Email: cleanwaterunion@gmail.com

*Solidarity
forever!*

Stay safe and look
out for each other.



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