



## Mission Statement

It is the mission of the Racine NewsGuild to represent the employees of our newsroom and to serve the community where we work.

We are the journalists of The (Racine) Journal Times. In partnership with our colleagues at the Kenosha News, we provide vital news coverage for many communities across southeastern Wisconsin, serving print and digital audiences.

These communities deserve the best service that our newspaper can deliver. The Racine NewsGuild is committed to working with management to create a partnership that both allows our members to do their best work and supports them with a healthy work environment.

Among the objectives we aim for are:

- Establishing a productive relationship with management and promoting the conditions under which we can produce an excellent newspaper.
- Supporting the entire staff of our newspaper in challenging times, partly by slowing the attrition that has forced so many employees to do more with less.

- Improving the work environment with agreements on job security, pay equity, workload allocations, health care and other benefits, and workforce diversity.

As members of The NewsGuild-Communication Workers of America, we seek a contract that gives our members a voice in these and other factors affecting our workplace and the quality of our work.

The readers of our newspaper must feel confident that labor and management are working together to achieve the highest levels of professionalism and excellence in our operations. Only then can we reasonably expect to see growth, improvement and a promising future for the newspaper and the journalists who work there.

Signed,

The Racine NewsGuild

*Holly Gilvary*

*Ryan Patterson*

*Caroline Neal*

*Annie Pulley*

*Sadie O'Dell*

*Scott Williams*

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