Union Update

November 2026

Next Membership Meeting: Wednesday November 18th, 2026 – 7:00pm via Zoom
Members' Audit: Before the meeting Wednesday, November 18th, 2026 5:00pm at the Union Office 312 Central Ave SE #369 Minneapolis, MN 55414



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URGENT: Know Your Voting Rights!
You have a right to vote in the elections tomorrow, Tuesday, November 3rd 2026.

Minnesota: You have a legal right to use paid/excused time from work to cast your ballot. Notify your manager today with your time you plan to vote (this could include early voting). Management cannot deny any reasonable request for voting time in Minnesota - to do so is a crime and can be prosecuted.
https://www.revisor.mn.gov/statutes/cite/204c.04
https://www.sos.mn.gov/elections-voting/election-day-voting/time-off-work-to-vote/
https://mnaflcio.org/news/2026-minnesota-afl-cio-endorsed-candidates

Iowa: Iowa voters who do not have two consecutive hours when they are not required am-to be at work during the time between when the polls open and close on election day (7:00am-8:00pm) are entitled to up to two paid hours off from work to vote**.** Employees must make an individual written request for time off to vote to their employer before election day. The employer designates the period of time the employee will be allowed to leave work to vote.
https://www.legis.iowa.gov/docs/code/49.109.pdf
https://sos.iowa.gov/voters/election-day-faq
https://voteunioniowa.org/vote-union-iowa-2026/

Nebraska: Nebraska law allows workers time off to vote in certain circumstances. If you are scheduled to work the 12 hours when the polls are open, you can take up to two consecutive hours off to vote. If you apply for this time off before or even on Election Day, your employer can't punish you or subtract wages on account of your absence. Under the law, your employer is also entitled to specify the hours when you can be gone from work to vote. Work in advance with your employer to ensure you are given time to get to the polls. It's your right.
https://civicnebraska.org/election-2026/faqs/
https://ne.aflcio.org/2026-endorsed-candidates

North Dakota: Employers are encouraged but not required to give workers time to vote if their work schedule doesn't allow them to vote while the polls are open. Employers are not required to pay workers during this leave time.
https://ballotpedia.org/Election_policy_in_North_Dakota#Time_off_work_for_voting
https://ndaflcio.org/news/nd-afl-cio-2026-endorsed-candidates

South Dakota: An employer must provide employees with up to two hours of paid leave to vote in any primary or general election on election day. However, an employee is not eligible for voting leave if his or her work schedule allows for two consecutive hours during the time the polls are open. The employer may specify the hours an employee may take leave to vote. Your employer can't punish you or subtract wages on account of your approved absence for voting.
https://sdlegislature.gov/Statutes/12-3-5
https://www.instagram.com/p/DeUP66NoNyO/

Wisconsin: Your employer is required to give you up to three successive hours to vote each election day, no matter the size of the employer or the type of the business. You are required to notify your employer before election day that you intend to be absent to vote, and your employer gets to decide the time of the day that you are excused to vote. Your employer may deduct the time lost from your pay, but may not in any other way discipline or penalize you for this absence.
https://dwd.wisconsin.gov/er/laborstandards/voting.htm
https://wisaflcio.org/candidate-endorsements

Message from the Local President: Passing the Torch



Friends,
I'm proud to pass the baton to our next president of CWA 7250, Michelle Richardson, our EVP, who ran unopposed and will take office in January.

When I first ran 6 years ago on an anti-authoritarian class struggle program, I committed to serving no more than two terms. I think it's important that there be a rotation of responsibilities in the labor movement. Too many "leaders" seek to hold on to power as long as they can. That limits the input and influence of others, concentrates knowledge and experience in too few hands and enforces a culture of hierarchy and patronage rather than democracy and struggle.

I'm very proud of what we've been able to accomplish these last 6 years, even as we've taken a beating from corporate telecom's downsizing and outsourcing (union busting!).
We've fought back. Hard. On "bread and butter" issues and struggles outside the typical trade union remit. From fighting union store closings/conversion to non-union; trying to save Work from Home; access to Sick & Safe time; defending our "watermark" head count; fighting police brutality; solidarity with Ukraine and Palestine (and the people, not the govt of Cuba); and the heroic struggle against ICE - over 80% of our MN membership stayed home from work during the 1/23 Mass Strike - and co-hosted the mass Workers Assemblies (that we now know were targeted for infiltration by federal Homeland Security police).

We greatly expanded our stewards and created steward groups in all of our silos with their own Signal loops, and monthly meetings.

We organized! Rove Pest Control, ADT Security, Activision, Sassafras Tech, Alamo Drafthouse. We've doubled our membership.

Also made our fair share of mistakes, errors, and failures. We lost many battles. Ugh. I hate to fckn lose to those bastards. Fckn hate it.

Also - not gonna lie, this sht takes a toll if you go all in. Even with decentralizing the work, we've been bringing in so much that it's kept me hella busy. My fckn phone never stops. I could use a bit of a break to get my head a little clearer.

But this has been an honor. It has reinforced my belief in the intelligence, capability, and power of the organized working-class.

Last thing - I could not have done this job without love, support, and toleration of my family and friends. They deserve as much credit for the good things we accomplished as anyone.

Solidarity, Kieran

CWA Local 7250 News & Updates

CWA 7250 Executive Board: In September, nominations were held for all of our Executive Board positions – all nominees were elected by acclimation and later certified by the Local Election Committee. Our new Executive Board is committed to representing all the members of our Local and maintain our traditional fighting spirit, transparent democracy, and bottom-up organization.

Here is the certified CWA 7250 Executive Board, starting January 2027:
Officers:
Local President: Michelle Richardson (AT&T Account Rep)
Executive Vice President: Alaric Poseley-Hatton (AT&T NTS)
Secretary-Treasurer: Chad Perkins (AT&T Account Rep)
Area Vice Presidents:
Call Centers: Lori Wolf (AT&T Account Rep)
Retail & In-Home Sales: Traci Doll (AT&T RSC)
Technicians: Jason Self (AT&T NTS)
Member at Large: Jesse Selin (ADT TE)

With the transfer of former Call Center AVP Hector Capote to his new position in Atlanta GA, Lori Wolf has been appointed by the Executive Board to fill out the remainder of Hector's term before her term begins on January 1st 2027. A By-Laws proposal will be voted on at the November 2026 Membership Meeting to establish an Area Vice-President position each for Activision QA members, and Alamo Drafthouse members once their first contracts are approved.

Around the Local . . .

Activision QA: After many months and months of bargaining, and a strike authorization vote, the CWA Negotiating team has reached a **Tentative Agreement with Activision/Microsoft** for our first Collective Bargaining Agreement. The TA includes an immediate 10% average pay bump, as well as a first-time grievance process, with much more modest gains in other areas. Union members in Minnesota, Texas and California will be meeting soon for a contract explanation before **ballots go out for members to either approve or reject the agreement.** Much thanks to all of our CWA 7250 stewards and other mobilizers who organized and carried out workplace actions to win this TA.





ADT Home Security: ADT workers supported by the Local were able to beat back the company's initial attempt to require installation of **spy cameras in company vehicles** aimed at the faces and eyes of the employees. The company has failed to answer basic questions in the union's request for information on these cameras, and union members have made it clear that while we do not oppose cameras aimed at the road ahead to monitor safe driving, we are adamantly opposed to cameras aimed at our members faces with sound recording capability. Next, CWA has filed grievances against the **company's policy of sending workers home before they hit their contractual regular schedule of 8 hours/day or requiring employees to be on-call while off the clock** – so far, the company, in violation of the contract, has been refusing to meet with us. Also, we just got news that **ADT has agreed to be bought out** by Ivanka Trump's brother-in-law (Jared Kushner's little brother) Joshua Kushner's venture capital company, **Thrive Holdings**. We are discussing the implications of all this with CWA national. https://finance.yahoo.com/markets/stocks/articles/adt-stock-spikes-34-7-152235799.htm






Finally, In September CWA 7250 President Knutson and Exec. VP Richardson were able to join a CWA District 3 mobilization in Boca Raton FL at ADT HQ against the company's union busting. At the rally, the speech of one of our stewards was read out:

"*A note from the Union brothers and sisters in Minnesota. The current pox upon our civilized society is that which attacks our way of life. We, without employment, face destitution and homelessness; health crisis and going without food. With employment we are subject to the ringmasters who give us our minimums in exchange for our lives for the sake of a brand of circus.*

In fewer words we work for our freedom to live. In so doing we give up many notions of living freely in exchange for economic possibilities. The ringmaster cleverly calculates, pound to coin, our value for their show. The lion in the cage, brothers and sisters, is us.

The question now is not do we get enough for the giving of our pound of flesh. We are squeezed by our employers for more. We are cheated by insurance for less than what was promised. Our data is sold without our consent and without compensation. We are taxed by a system that is supposed to treat us as equals, but goes to enforce the laws against us that allows employers and companies to defraud us of our rights.

No, the question is not if we get enough scrap in compensation. The question is when, in our modern age, will corporations and companies treat their employees as human beings and not like circus animals?

A circus animal is defined by its tricks. But the animal is only motivated by fear. But inside it is an animal that has no desire to jump through fire. We define ourselves by our relationships and families as human.

Modernity in this new age is to allow the human to be a human. Individually we are doomed to fail against the ringmaster in this rigged game. We have one method of survival against this inhumanity. ***We must be united****.*

From your brother a Steward for CWA 7250 with ADT. We are a new Unit at ADT Shoreview. And my gratitude to the CWA 7250 for backing us up through contract negotiations and ULPs and grievances has preserved many people's jobs and reduced consequences for others. Our desire is not to demonize our employers. We are here to help them be good. I believe pain is a teacher that keeps us from harm. We are here to help them not hurt themselves by hurting us. So, brothers and sisters, in addition to being a lion: you are the nerves to this body. So, I would to thank everyone here for making your voices heard. So, say with me: 'We are human!', 'National Contract!'

Alamo Drafthouse: Workers at the Woodbury, MN location of the popular movie theater chain with an in-seat food and drink menu voted overwhelmingly to unionize back in March – and progress on their first contract has been slow but steady**. We have tentative agreements on 6 contract articles** and are hoping to get several more done this month. Props to sister Local CWA 7777 in Colorado who have helped organize two Alamo locations out there and are paving the way to good first contracts that we can build off of.



AT&T Call Center: We are training in **Lori Wolf** to be able to lead first steps of grievances and represent members in discipline meetings – and Lori is jumping right into it. We presented **two grievances** last week for our members who took VTPs ability to use their **floating holiday from Black Friday**; and also, to approve **funeral time** for a member whose family had the funeral for her nephew broken up into three days. We also demanded that management fix **the problem of the call-in line** – we expect a solution this week, or else that could go to a grievance as well.

Farewell to longtime 7250 steward and recent AVP **Hector Capote**, who has transferred to Atlanta for a CSSS job at AT&T. Hector contributed so much to our Local and he will be missed.

AT&T Retail & IHX Home Sales: The Local continues to do **orientations** for new members in the growing IHX group doing sales of AT&T cell phone plans to customers that signed up for AT&T high-speed internet. We have **an open grievance** on a termination at the Mankato store this past winter; and **two new grievances** over a termination of an RSC in Duluth, and an IHX worker in the Cities. For the IHX worker, **the company is refusing to follow the law** about paying out owed commissions (see https://www.revisor.mn.gov/statutes/cite/181.145).



CWA 7250 AVP for Retail & IHX Home Sales, **Traci Doll**, was recently asked by CWA District 7 to help organize AT&T retail members in the “Right-to-Work (for less)” states of North and South Dakota. The trip was successful with many new members signed up.

AT&T Technicians: CWA 7250 outgoing AVP for Technicians (and incoming Local Exec VP) Alaric Hatton has continued to push to make sure that all Minnesota Techs (both Legacy T and Wireless) are covered by the **MN ESST** law (and not the weaker Minneapolis municipal ESST). We had one successful representation in an **investigatory meeting** with one of our Wireless Tech stewards – the accusation was closed out immediately and found to have no merit whatsoever. We are watching carefully the roll out of spy cameras by AT&T as well. We are hearing that AT&T plans on installing them in work trucks in District 3 (Southeast) and District 6 (Southwest) in 2027 – with pilot trials going on at several locations there already. Just like with the ADT cameras, Local 7250 will oppose any unnecessary and unsecure video monitoring of our members faces.

Trial locations for in-vehicle cab cameras in District 6:



DirecTV WFH Call Center: Many workers in our DTV Call Center group have been unable to meet the monthly incentive goals due to a lack of available in-coming call volume. The union is pushing the company to grant incentive awards to all workers – those that made their incentive goals and those that did not due to no fault of their own. CWA 7250 Steward Ann Jensen has represented workers recently accused of "customer abuse", successfully arguing against any terminations in these instances.
The DTV Care 2026 contract was approved in June – and the digital copy is available on our Local website: https://cwa7250.org/files/contracts/2026.DIRECTV.Care.Labor.Agreement.pdf
Alos, the associated 2026 DTV Care Letters of Agreement:
https://cwa7250.org/files/contracts/2026.DIRECTV.Care.Labor.Agreement.Letters.OCBA.pdf

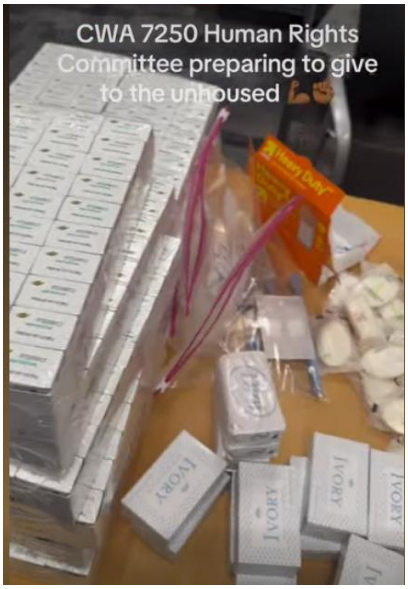
Sassafras Tech Collective: Sassafras is a worker-owned collective (no bosses!) that does web development and administration for small businesses, unions, non-profits, and arts groups. They recently signed their second contract with CWA Local 7250 – because of their allegiance to the Labor movement. They are in need of more business – please let anyone you know looking to purchase web development assistance to work with the UNION employees of Sassafras! https://sassafras.coop/services

sassafras
tech collective

CWA Local 7250 Human Rights Committee: Earlier this month our Local Human Rights Committee partnered with Community Kindness Project to provide food, toiletries, and other supplies to our unhoused working-class kin. Big thanks to all involved!







CWA 7250 Stands Against Political Repression!

This past June, fifteen members of the Twin Cities community – a majority of whom are trade union members and activists – were **arrested by the Federal government and charged with felony conspiracy** for their role in **the mass movement against the ICE occupation** and campaign of terror. In the discovery materials from the case, it was revealed that the Federal government had been engaged in **a massive spying program** against citizens, community organizations and unions like CWA Local 7250. Our bank and phone records were accessed by subpoena and one of our officers was followed and photographed multiple times by Homeland Security - and the Workers Assemblies that were co-sponsored and facilitated by CWA 7250 were infiltrated by Federal agents. **CWA 7250 initiated a labor coalition to stand up to authoritarian and illegal repression**. On October 3rd we were joined by the Minnesota AFL-CIO, AFSCME Locals 1842 and 2822, CWA Local 7250, GLU-UE 1105, Inter Faculty Organization, MFE 59, Minnesota Association of Professional Employees, Minnesota Nurses Association, NALC Branch 9, OPEIU 12, SEIU 26, SPFE 28, UNITE-HERE 17, UFCW 663 and the Minneapolis Regional Labor Federation and the Saint Paul Regional Labor Federation in a march against these attacks. **For information on the Minnesota 15 cases see**: https://minnesota15.org/



