



CapRadio and NSPR United Vision Statement

CapRadio and NSPR provide an indispensable source of news and music to Northern California communities, enriching people's civic and cultural lives through both broadcast and online content as well as ensuring the public's safety through clear and timely emergency information for regions with poor communications infrastructure. We, the workers at both stations, make the organization's public service possible.

As CapRadio faces financial uncertainty after an audit finding mismanagement, we are unionizing with NABET-CWA Local 51 to call for more equitable working conditions to sustain our organization — and the workers who run it — for the long-term.

Over the last decade, CapRadio has grown rapidly, increasing both our headcount and the number of stations we manage. But in recent months, CapRadio has grappled with layoffs, poor management that has led to critically understaffed areas, limited internal communications to staff, and a sudden stoppage to health care insurance followed by higher employee costs for coverage. We are experiencing a high attrition rate and disparities in compensation, and have not had raises commensurate with rising costs of living in the region.

Us workers have not had a seat at the table with management when these decisions have been made. It's time for change. As a union, we will work to ensure the station fulfills its vision of providing its most valued, vital and vibrant service. The station signed the Public Radio for All pledge in hopes of diversifying its staff, and if the station supports diversity, equity and inclusion, that includes cementing channels for communication and transparency. We workers are knowledgeable about the communities we serve and the working conditions needed to continue to serve them. By organizing, we want a say in decisions impacting our future, including hybrid work plans and any proposed cost-saving measures.

Organizing together is a commitment to a better future for our stations and ourselves. We're organizing knowing we must honor our mission statement to provide a trusted source of information by striving for accountability within the organization. We want all departments to be treated with dignity and respect. We want to create a space where our colleagues see themselves working — and respected — for years to come.

As a union, we hope to usher CapRadio and NSPR into a stronger, more sustainable future.

Signed,

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