

Status of Collective Bargaining between CWA Local 1120 and Gatehouse Media, May 2014

Below is a summarization of current negotiations on behalf of the Newsroom staff at the Times Herald-Record

	Current Contract Provision	Gatehouse Initial Proposal	Union Counter Proposal
Wages	Minimum increases (COLA) of 1.5% for 2012 and 2% for 2013, employer may award additional merit increases at its discretion.	0% minimum increases for life of the contract. Employer may award a merit increase at its discretion.	4% minimum increase per annum, for life of the contract. 4% increase for progression steps for each job title. Employer may award additional merit increases at its discretion.
Severance	1 week of pay for every year of service in the company up to a maximum of six months.	Move to Gatehouse plan of 3 days for every year of service, employer has the ability to change without bargaining.	Two weeks for every year of service for a maximum of one year, up to six months of subsidized COBRA payments.
Sick time / personal days	10 Sick/ personal days per year	5 sick/personal days per year.	Maintain current provision of 10 sick/ personal days per year.

Other topics discussed:

Gatehouse intends on eliminating Page Design and Copy Editor positions from the bargaining unit. Although attempts are being made to place affected employees in new positions, it will lead to lay-offs for some of our members. The Union has asked that the senior members be given preference for job placement, The Company responded that they will staff the jobs strictly by what they deem to be qualified candidates (at their discretion).

Collective Bargaining is scheduled to resume in mid-June, stay tuned for updates.