



Dayton Newspaper Guild  
P.O. Box 427  
Dayton, Ohio 45409

[www.daytonguild.org](http://www.daytonguild.org)

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March 11, 2008

Dear friend:

As a labor and community leader in the Miami Valley, you'll be disappointed to learn that the Dayton Daily News declared a premature impasse, breaking off negotiations with the Dayton Newspaper Guild in early December.

Among the company's "final and best" offer are provisions that:

- Turn arbitration into a "kangaroo court," requiring the arbitrator to always side with the company on decisions made via managerial "discretion."
- Cap salaries, leaving the earnings of longer-term workers to wither with inflation.
- Eliminate the bulk of personal and sick days and shift the cost of vehicle use for work purposes to employees.
- Offer a laughable, \$1,000 per year for 147 members, fewer than \$10 per member, as an offset for their losses and to fund a health care plan for our part-time employees.

Keep in mind that the impasse was declared in an e-mail to newsroom employees roughly 10 minutes after negotiations broke for the day — while the negotiating team was out of the office. The e-mail stated that the negotiating team had refused to take the offer to a member vote, which was not true; how could the Guild even organize a vote in 10 minutes?

In fact:

- More negotiation sessions were scheduled and the Guild still had counter-proposals to make.
- The Dayton Daily News set an arbitrary deadline and just stopped bargaining when that date arrived.
- The Guild had outstanding information requests filed with the company.
- The company told the Guild negotiating team to "take all the time you need" to consider options.

In response, the Guild filed an unfair labor practice charge — the third the Guild has been forced to file against the newspaper since contract negotiations reopened a little more than a year ago. The regional NLRB office in Cincinnati ruled against the Guild on our charges but the Guild has filed an appeal. Our international, The Newspaper Guild-Communications Workers of America (TNG-CWA), believes we have a strong case and has agreed to fund the legal expenses and provide an attorney for the appeal.

In other news, the Guild has a full mobilization plan ready for launch, which we believe will bring the company back to the negotiating table in short order. If need be, we are prepared and emboldened to fight for fairness until the company comes back to good-faith bargaining.

Please support our effort to reach a fair agreement and send a letter to Publisher Michael Joseph, urging him to return to the bargaining table.

For more information on what we are doing and other ways you can help, browse our Web site, [www.daytonguild.org](http://www.daytonguild.org). There you can read our public statements, sign up for our electronic bulletins, read our blog, send e-mails to the editor of the Dayton Daily News in support of our efforts, and watch the online videos of our rally and participation in the Martin Luther King Jr. Day march. You can also periodically find out about other public actions we will be asking our friends to take, including economic sanctions, if necessary.

Until this improperly imposed impasse, newsroom employees had been living since 1989 under an expired contract ratified in 1986. During the past two decades, the company has continued to prosper and remains profitable.

The Dayton Daily News is a major employer in this area and its bad-faith bargaining tactics, if allowed to succeed, will bode very poorly for labor throughout this region.

Please join us in our fight for fairness.

Sincerely,

The Executive Board  
Dayton Newspaper Guild, Local No. 34157

Enclosed: sample letter to the publisher; flier for Dayton Newspaper Guild rally with Sen. Sherrod Brown

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***Fighting for FAIRNESS at the Dayton Daily News***