

POST GUILD UNIT

FORUM...



The Washington-Baltimore Newspaper Guild, Local 32035, TNG-CWA

April 25, 2006

Guild Files Unfair Labor Practice Charge Citing Post Refusal to Bargain Over Radio Work

The Guild on Friday filed a formal complaint with the National Labor Relations Board, claiming that The Post has violated federal labor law by refusing to bargain over Guild-covered employees' participation in the company's new radio venture.

The complaint, filed by Guild attorney Bob Paul, capped several weeks of efforts by the Guild to settle questions about compensation, training and other issues relating to The Post's arrangement to provide 14 hours a day of programming to Bonneville Radio.

"Since on or about March 2, 2006, and continuing to date, The Washington Post has refused, and continues to refuse, to bargain with the Washington-Baltimore Newspaper Guild over terms and conditions of employment related to its content-sharing relationship with Washington Post Radio," according to the Guild's complaint. Moreover, the complaint asserted, "Since on or about April 6, 2006 and continuing to date, The Washington Post has refused to provide the Washington-Baltimore Newspaper Guild with requested information regarding bargaining unit employees who have provided, or will provide, content for Washington Post Radio."

Since The Post announced its intention to offer Washington Post writers, editors and columnists to the Bonneville venture, the Guild has met with management and engaged in a series of communications and information requests. Post management has declined to bargain and refused to provide information the Guild believes it is entitled to. Post management has also rejected the notion of creating a fair and equitable schedule of payments that radio "volunteers" can be assured of receiving.

Instead, The Post has been inconsistent and unfair in its offers of compensation to Guild-covered employees, with some being promised payments and others not. This is a very poor way to build enthusiasm for a project that everyone agrees deserves a best shot at success.

The Guild regrets that its efforts to reach an amicable and fair arrangement for radio work have come to this. But especially in the context of the ever-growing workload being foisted upon Guild-covered employees -- even as the company has refused to allow wages to keep up with inflation -- the time has come to take this action.

Post management must get beyond the mentality of expecting to be able to get something for nothing. At a minimum, it should treat those employees who contribute to radio fairly, recognizing that as professionals our compensation should not depend on whether we 'ask' to be paid for our 'voluntary' work.

**The Guild works for you. Are you supporting the Guild?
If you are not a member, you should join. Today.**

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