

# POST GUILD UNIT

# FORUM...



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

October 22, 2007

## Post Unfair Labor Practice Trial Begins Tuesday

Last year, the Guild filed an unfair labor practice complaint against The Post with the National Labor Relations Board (NLRB), the government agency that administers the National Labor Relations Act. The Guild alleged that The Post violated federal law when it refused to negotiate with the Guild over the terms of work for the now-defunct Washington Post Radio. Early this year, the Guild filed a similar complaint when The Post refused to negotiate with the Guild over the terms of work for The Onion satiric newspaper, which The Post had begun to publish and sell ads for.

After an extensive investigation, the General Counsel of the NLRB concluded that The Post had indeed repeatedly violated federal labor law by refusing to bargain and by withholding information requested by the Guild in connection with Washington Post Radio and The Onion. That decision meant that the government would prosecute the case against The Post.

In a trial that begins on Tuesday, October 23, federal attorneys will launch their legal case against The Post before an Administrative Law Judge. The proceeding will be held at the National Labor Relations Board, 1099 14<sup>th</sup> St, NW, in Hearing Room 5600 East, beginning at 9 a.m.

Although Post Radio no longer exists, the principles at the heart of this case – that Post management is legally required to negotiate with the Guild when substantial changes are made to Guild-covered employees' work – are more important than ever. **The Guild strongly supports the notion that The Post and its employees must remain nimble and open to change as the media world evolves in the electronic age. But that does not mean that management suddenly has the right to unilaterally impose major changes on employees without sitting down at the bargaining table and working together with the Guild so that change can be implemented fairly.** The Guild looks forward to a positive resolution of this case, and then engaging in a constructive process with The Post that will keep this newspaper great while ensuring that the hundreds of employees who produce it and keep it financially secure will share in its success.

by Rick Weiss and Rick Ehrmann

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