



Washington-Baltimore Newspaper Guild @ RFA Bargaining Update

January 27, 2010

BARGAINING RESUMES THURSDAY BOTH SIDES TRADE WAGE PROPOSALS

Guild and management bargainers have held three bargaining sessions since the beginning of January, edging closer to agreement on wages and other benefits. Bargaining resumes tomorrow.

The most recent Guild salary proposal calls for across-the-board increases equal to the federal government increase plus 2% and a merit pool based on 2% of the total payroll. Under the Guild proposal, the merit increases would go into base salary instead of one-time bonuses. RFA would be required to divide 2% of the total Guild payroll among employees achieving a specified score on the annual evaluation.

The pay raises would take place in early 2011, 2012 and 2013. The Guild has proposed a three-year contract. 2010 pay raises (3.4%) are taking place this month under the current contract. The Guild has proposed a \$500 bonus to be paid to employees in July 2010.

RFA management's last wage proposal called for raises equal to the federal raise each year and a merit pool based on 1% of total Guild payroll.

The Guild also has proposed a more fair discipline system. Currently, RFA management does not notify the Guild when an employee is disciplined (except for suspensions and dismissals) or tell an employee when a meeting could lead to discipline.

The Guild has proposed that an employee be told when the meeting could lead to discipline. The Guild also wants RFA to notify the union when there is discipline so we can assure the rights of the employee are being protected.

KNOW YOUR RIGHTS

Under **federal law**, if you are called into a meeting with your supervisor or Human Resources that you reasonably believe could lead to discipline, **YOU HAVE THE RIGHT TO HAVE A UNION REPRESENTATIVE PRESENT**. You must ask for the representative to be present. If your manager (or Human Resources) refuses, you have the right to remain silent — and you should remain silent!

YOU SHOULD NEVER GO INTO A DISCIPLINARY MEETING WITHOUT A UNION REPRESENTATIVE