

## “AN OVERWHELMING MAJORITY”

Sept. 16, 2019



Dear Colleagues,

**Today, an overwhelming majority of employees in our newsroom are asking Gannett to voluntarily recognize the Arizona Republic Guild** so we can begin contract negotiations as a unit of The NewsGuild-CWA.

Support for the Guild is strong. **More than 70% of non-management employees have signed union authorization cards**, which will pave the way to an election if Gannett does not voluntarily recognize us. The signatures have come from every corner of our newsroom, spanning all backgrounds, ages and job titles.

This is a major statement of support for protecting local journalism and preserving our Republic.

We know there is only one way to secure a voice in our workplace and strong investment in our newsroom: with a legally-protected right to negotiate our wages and working conditions. Without that, we have no seat at the table during Gannett’s massive pending merger with GateHouse and no input on decisions that affect our future.

**We seek to work harmoniously with management to ensure quality journalism now and for years to come.**

If Gannett denies the request for voluntary recognition, we are filing the signed authorization cards with the National Labor Relations Board to hold an election, likely within four weeks.

The petition for an election will be withdrawn if the company agrees to recognize our Guild and begin the bargaining process. We encourage the company to save time and money that is better spent elsewhere, knowing that an election will bring about the same result. Media companies across the country have voluntarily recognized guilds at the Chicago Tribune, Capital Gazette, BuzzFeed, The New Yorker, The Hartford Courant and elsewhere.

United,

Arizona Republic Guild Organizing Committee and The NewsGuild-CWA