

Greg Burton, Executive Editor/West Regional Editor  
azcentral | The Arizona Republic  
200 E. Van Buren St.  
Phoenix, AZ 85004



Sept. 16, 2019

Dear Greg,

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

As you know, the Guild's membership is strong. More than 70% of non-management employees have signed union authorization cards. The signatures have come from every corner of our newsroom, spanning all backgrounds, ages and job titles.

Today, we are filing the cards along with a petition for a union election with the National Labor Relations Board. However, we would prefer to build a long and mutually beneficial relationship with the company starting as quickly as possible. We will withdraw our election petition once Gannett voluntarily recognizes our union.

Voluntary recognition will save the company time and money that could better be spent elsewhere, knowing that an election will bring about the same result. It would show your commitment to a united newsroom and demonstrate that you respect the will of your employees.

Granting voluntary recognition is common across our industry. It has happened at the Chicago Tribune, Capital Gazette, BuzzFeed, The New Yorker and The Hartford Courant, to name a few publications.

We look forward to the start of contract negotiations and a strong working relationship that will allow us to protect local journalism and preserve our Republic far into the future.

Respectfully,

The Arizona Republic Guild Organizing Committee and The NewsGuild-CWA