

## MIAMI HERALD AND EL NUEVO HERALD EDITORIAL EMPLOYEES PLAN TO UNIONIZE

*Miami Herald, el Nuevo Herald and Miami.com launch One Herald Guild, a union seeking to have a formal voice in the workplace to advocate for a newsroom that retains talent, pays fair wages and rewards accomplishment with professional growth*



**Doral, FL, Oct. 2, 2019** — The editorial employees of the Miami Herald, el Nuevo Herald and Miami.com took a major step Wednesday toward forming a union to preserve the award-winning journalism produced at one of Florida’s most respected newsrooms and ensure its sustainability.

Reporters, photographers, copy editors, page designers, producers, translators, and growth editors from all Herald publications signed cards stating their desire to be represented by One Herald Guild, a unit of The NewsGuild-CWA, which represents journalists across the country.

Among those committed to the effort are seasoned journalists who have brought the joy of Pulitzer Prizes to the newsroom, and rookie reporters whose passionate pursuit of journalism serves as an inspiring reminder to their colleagues. Together, they represent a mosaic of the communities they cover.

“Local journalism is stronger when journalists feel secure in their work and their jobs,” said Julie K. Brown, a member of One Herald Guild, a Pulitzer Prize finalist, and investigative reporter responsible for the award-winning series, “Perversion of Justice.”

“Given the tough conditions shaping our industry, it is now more important than ever for journalists to organize and face together what has become a very uncertain work environment,” said Antonio M. Delgado, senior reporter with el Nuevo Herald.

Over the past decade, under the direction of the McClatchy Corporation, the newsroom of Miami Herald, el Nuevo Herald and Miami.com has removed hundreds of people from its payroll, cutting costs by shrinking staff through buyouts, layoffs and consolidation.

These changes have had a direct impact on the ability of journalists to do their jobs, but they were often made with no input and little warning. The union intends to change this approach.

A mission statement drafted and signed by more than 70 percent of the newsroom employees affiliated with One Herald Guild states that the Guild’s goal is to maintain a strong, viable staff and a sustainable publication while they remain “mindful of the cutbacks that have come from a business model that is dying.”

“We are uniting because we believe a union will protect our rights and enable us to have a voice in the decisions that affect our ability to do the kind of journalism our community deserves, covering issues that matter to it the most,” the mission statement says.

“We are confident that our newsroom leaders want the same thing that we do: a strong, sustainable publication. This is our first step to preserving the Herald’s journalism for generations to come, to making sure our institution will continue to hold the powerful to account by preserving its most important resource: its staff.”

Among the employees’ goals is a stronger voice in the newsroom on issues related to hiring, wages, leave, as well as editorial and financial decisions that have a daily impact on their lives.

One Herald Guild is joining thousands of journalists who have formed unions to demand a voice in setting the course for their future. It is asking the McClatchy Company to voluntarily recognize the union as media companies across the country have done over the last 18 months, including the Chicago Tribune, the Los Angeles Times, the Florida Times-Union and the Sarasota Herald Tribune.

The Guild is also encouraging McClatchy to refrain from what some corporations have chosen to do: run expensive anti-union campaigns, paying consultants and attorneys who specialize in dissuading employees from forming a union. We have asked McClatchy to respond by 5 p.m. on Tuesday, Oct. 8 to recognize One Herald Guild.

If the company fails to voluntarily recognize the union, signed cards will be filed at the Tampa regional office of the National Labor Relations Board, triggering an NLRB-monitored election by the Herald staff in the next 20 to 40 days. If a majority of those voting cast ballots in favor of unionizing, the newsroom staff of nearly 100 professionals will begin working with McClatchy to negotiate a first labor contract.

### **About One Herald Guild**

One Herald Guild comprises editorial employees of Miami Herald, el Nuevo Herald and Miami.com. They are represented by The NewsGuild, a unit of the Communications Workers of America. The Miami Herald, el Nuevo Herald and Miami.com have a combined circulation of about 78,700 daily, 123,000 on Sunday and average monthly page views of 37 million. It will become the first McClatchy news organization in Florida and the sixth in the chain to unionize.

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