



THE PV NEWSGUILD REPORT

Keeping you posted since December 2018



ARTWORK FROM OUR LOCAL, THE PROVIDENCE NEWSGUILD

What units/papers make up Local 31041?

Providence Journal
Woonsocket Call
Pawtucket Times
Brockton Enterprise
Worcester Telegram & Gazette
The Daily Hampshire Gazette
Valley Advocate

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LOCAL 31041

Members of the Pioneer Valley NewsGuild met with representatives from our local on Jan. 13. They congratulated us on winning our election and helped us lay out a timeline for what we need to accomplish in the coming weeks.

What is a local?

A local is part of a national union. We are part of Local 31041, the Providence NewsGuild, which may soon be renamed to reflect the growing geography of the local. Locals are made up of units. PV NewsGuild is a unit of Local 31041. The locals make up the NewsGuild-CWA national union.

What does our local do?

A lot! Our local employs a union administrator, Betsy Regan. She is our point person. We go to Betsy with any questions we have about law or procedure, and she's responsible for getting us answers.

The local also does the work of filing our official paperwork - they've already filed an official request with our management, asking what dates are good for them to begin negotiating our contract.

Betsy is available for questions from any union member. Her number is 401-421-9466 and her email is Png1@verizon.net

Betsy assures us that there are no silly questions and she's eager to hear from us!

How Unions Work: An Example

Before our contract is completely negotiated and ratified (or in between contract negotiations), management announces a change in policy: for example, that "all press workers will get a raise, starting now."

Since we have not negotiated this change as part of a bargaining process, and it is a small change, Press management goes to the Unit Council and explains the change they want to make. The Unit Council consults with the Press department steward, who is responsible for fairly and truthfully reporting the feelings and opinions of the workers in the department. The Unit Council will also consult directly with members of the department. The steward tells the Unit Council that Press workers are fine with this idea. The Unit Council approves the change, and everyone gets a raise.

Now let's imagine a change that people don't want. Instead of a raise, management wants to cut everyone's hours. Management goes to the Unit Council; council consults the steward; steward polls the workers. The workers are mixed, but more people are against the idea of cutting hours. Steward gives the Unit Council a thumbs-down, and the Council tells Press management that they'll have to wait for negotiations to bring it up again.

If management starts enforcing the unwanted policy anyway, then the Steward (or anyone in Press) can take it to the Unit Council, who will let the local know that there's a problem at the Gazette. The local can then decide whether or not to bring a lawyer into the proceedings to remind management to follow the law: unless we agree to a change outright, it must be negotiated.

Do you have a strong sense of fairness?

Are you good at coming up with creative solutions to solve problems?

Can you commit a few hours a month to representing your coworkers?

...If you answered yes to any of these questions, you might be ready to run for Unit Council!

What Comes Next

- **Form Election Committee** to plan Unit Council elections (Done!)
- **Election Committee spreads information about Council positions.** (Done!)
- **People decide to run for Unit Council.**
- **February 10: Nominating Meeting!** (Stay tuned to the next newsletter for more info)
- **After nominating meeting:** Elections, if any positions have more than one person running for them. Elections will be by mail-in ballot. (Next newsletter will have more info)
- **Newly Formed Unit Council works with each department to identify stewards.**
- **Unit Council and stewards work together to identify bargaining committee members,** who will sit down with management to negotiate our contract!



Petition to Run for Unit Council

This petition is ONLY required if you CANNOT make the February 10, 12pm nomination meeting.

Completed petitions must be turned into an Election Council Committee member:

Dave Baranoski, Dane Kuttler, Kyle Borawski, Luis Fieldman or Chris Goudreau.

We the undersigned nominate the following for the Pioneer Valley Unit Council
(Nominations must be signed by at least six members of the bargaining unit):

Nominee: _____

Candidate Phone # _____

Department: _____

1. _____

2. _____

3. _____

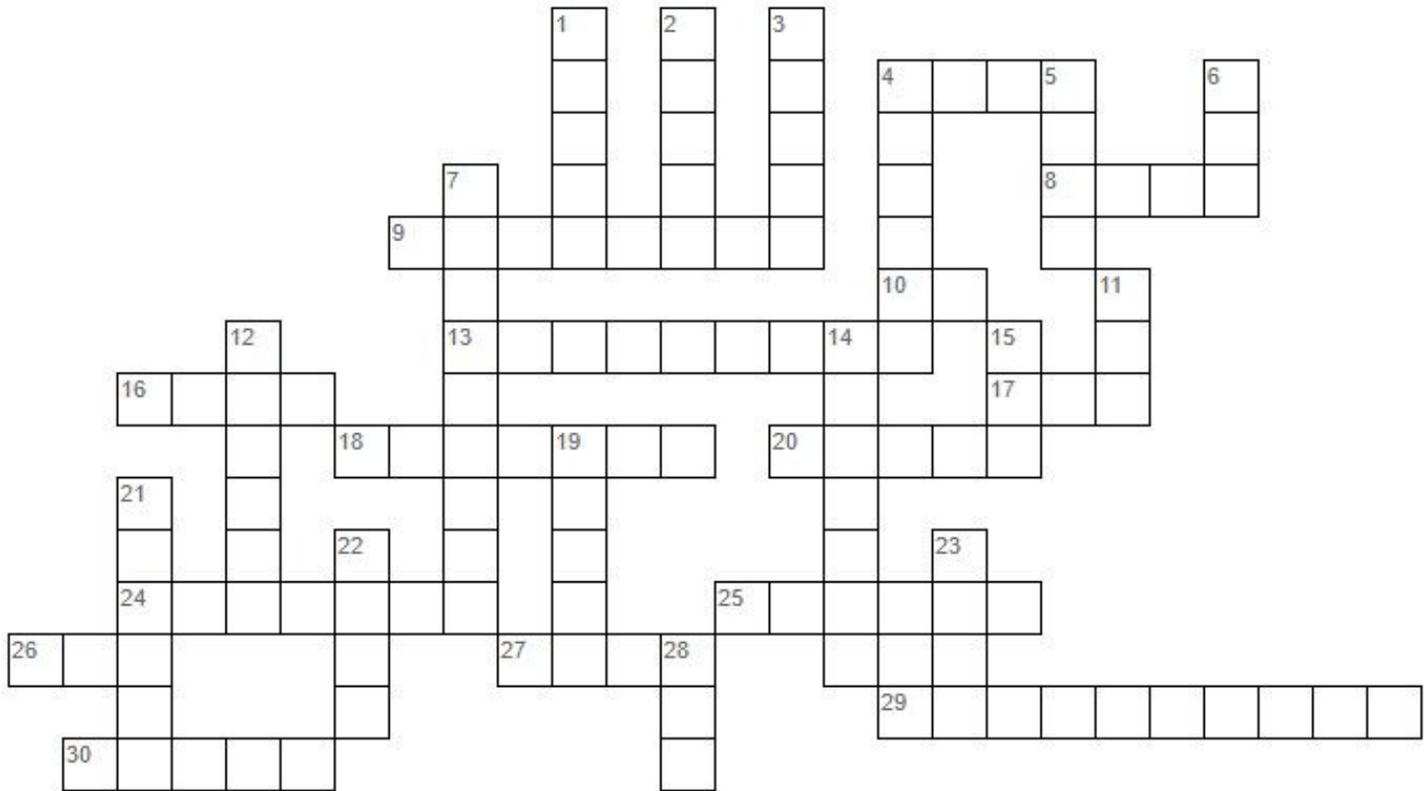
4. _____

5. _____

6. _____

7. _____

Crossing Words



Across

- 4 web-based ads and graphics system
- 8 creators of parking angst
- 9 Advocate music nights
- 10 source of syndicated news
- 13 distribution machine
- 16 Northampton beat reporter, first name
- 17 how we get our next generation of news readers
- 18 decision makers for unit
- 20 former photography studio room for relaxation
- 24 go-to person
- 25 where the past lives, bound in books
- 26 we have four, in various forms
- 27 editorial software, Flintstones dad
- 29 newsguild administrator out of Providence
- 30 to examine for corrections

Down

- 1 new ad director, also biblical sea-splitter
- 2 gets us all our paychecks
- 3 make up a local
- 4 Chrissy from distribution makes these
- 5 the most we see of NETA
- 6 newsguild parent
- 7 national media workers union
- 11 family-owned newspaper company
- 12 corner office holder, also creek/stream syn.
- 14 W, in CWA
- 15 water-based and recyclable
- 19 head of unit council
- 21 back of house honcho, or to nurture growth
- 22 -head, or ship's pole
- 23 night shift Distribution worker, beekeeper
- 28 light shift

Got every clue? Print your name and phone number and we'll draw one winner at random to get a Dunkin gift card!