

NEWS RELEASE
POST-GAZETTE'S UNFAIR LABOR PRACTICES

For nearly six years, the unions at the Post-Gazette have been without a collective bargaining agreement. Despite extensive negotiations the Post-Gazette has refused to engage in any good faith bargaining and has not granted a single union proposal that would improve the employees' benefits or working conditions in any of the six different bargaining units. The Post-Gazette is owned by a billion dollar corporation, Block Communications, Inc. "BCI", and at one time was an excellent employer. However, six years ago they hired a Tennessee law firm noted for its attempts to break unions and since then there has been no meaningful negotiations. It is remarkable that the employees at the Post-Gazette have continued to do an excellent job although they have been without any increase in compensation for over 16 years – that's right, no increase in any compensation in 16 years! Despite that fact, the employees are now paying over \$7,300.00 per year for their health insurance. The health insurance provider has indicated an increase in contributions is needed in the amount of \$19.00 per week in order to maintain those benefits. The Post-Gazette refuses to pay the paltry \$19.00 more per week so that its employees can have decent health care coverage – coverage which they are currently paying 8% of their wages plus an additional \$62.00 per week. The Post-Gazette proposes to provide an "alleged increase in compensation" of 7% or 9% but at the same time the Post-Gazette keeps the 8% of the employees' wages that they are currently contributing for good health care. The bottom line – the 7%/9% is either a 1% wage cut, or 1% increase. However, the employees must join a high deductible plan and pay 30% of the premium cost, which can conceivably cost a family more than \$14,400.00 per year - in other words, double the cost the employees are currently paying. A bigger hook is the company can amend, change, replace/or **terminate in whole or in part**, including but not limited to, insurance carriers, plan design, eligibility requirements, deductibles, premium costs, coverage options, co-pays and other cost sharing arrangements, **at the Company's sole discretion**. Even in a non-union hostile state, it is unconscionable that any employee has gone 16 years without any increases in pay and the employer refuses to pay an additional \$19.00 per week so that the employees can maintain their current health program - a program they currently have and are paying a substantial price for out of their own pockets. The bottom line is since the PG refuses to pay what is needed to maintain the current health care the employees are without health care as of October 1, 2022.

Most significantly, the National Labor Relations Board has found the PG has and continues to commit unfair labor practices against several of the unions, including a most recent case involving the Pressmen's union, wherein the employer illegally laid off employees in violation of the law.

As a result of the unfair labor practices, including the Post-Gazette's refusal to provide health care required under the parties agreement, the employees have been locked out. To protest the PG's unfair labor practices as noted, the unions are forced to take this job action. The unions and the long serving employees can no longer work in an environment where an employer continues to commit unfair labor practices, cancel our health insurance and disrespect us to the degree that the PG has done. We request everyone's support in our action. That support includes canceling any subscriptions you have with the PG and request they refund your money. We also request that businesses and advertisers do not advertise in the PG unless and until the PG cures their unfair labor practices and provides the employees with the health care required by their contract.

Thank you,
Teamsters Local 205/211, CWA Mailers Local 22, CWA Typographical Union Local 7, and
Pressmen's Union GCIU Local 24M/9N