

September, 2011



Our Voice

OF THE WORCESTER UNIT, PROVIDENCE NEWSPAPER GUILD

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TIME TO WAGE DISCUSSIONS OVER SALARIES

The Guild is about to begin negotiation of wage rates under the current contract, the "Wage Reopener" talks.

Bargaining committee is Bob Datz, Jim Collins, Lee Hammel and Rick Agajanian. Members should make their thoughts known to committee members as soon as possible. The outcome, of course, affects all of us on the bus, regardless of membership status.

It is important to get those who aren't on board involved to better press our case.

SEND IN YOUR E-MAIL ADDRESS

Get important communications that affect your work situation as quickly as possible, including periodic issues of Our Voice, please contact us at png@riguild.org to be sure we have your address.

Representation rights:

Know 'em, love 'em, use 'em!

Any performance-related meeting with managers entitles you to have a Guild representative present if you believe it is disciplinary in nature. Discipline begins properly with a verbal reprimand. It's never too late to call in that help.

But we have recently seen what happens when one thinks that a Guild presence isn't needed. It lengthens and complicates the process of resolving differences a unit member may have with the result of that meeting. *This applies to Guild members and others in the unit equally.*



Hi, remember me?

The Guild representative is not there as defense counsel on the initial level, but to provide the second set of eyes, ears and dispassionate presence that can only help in the long run, particularly if what is said at the meeting later becomes disputed in interpretation.

For more information, visit <http://www.umass.edu/usa/weingarten.htm> If you have questions about the grievance process, consult the contract (<http://www.riguild.org/wcontract.htm>), Betsy at the Guild office or a Unit rep.

Merger talks

A new Guild local in more than name:

Brockton's Newspaper Guild (Local 31027) and our Providence-based Local 31041 have been in merger discussions and are in the final stages.

Our executive board is considering a name change to more accurately reflect the entire union including current units in Providence, Woonsocket/Pawtucket and Worcester. Brockton would be a fourth unit and is interested in having a designated seat on the executive board.

With staff reductions in all units, it is believed that it makes sense to organize and merge with smaller locals. Updates on the process will come your way.