

DAY OF PROTEST

MONDAY, JANUARY 23

**THE CHRONICLE HERALD HAS KEPT ITS
NEWSROOM ON STRIKE FOR AN ENTIRE YEAR**

**WOULD
YOU
ACCEPT** ?

- an hourly wage decrease of more than 10%?
- a drastic reduction in your pension benefit?
- an increased work week?

**If one employer gets away with busting a union,
others will follow.**

What can you do to help the Halifax Typographical Union on Jan. 23?

**Wear black • Cancel your subscription • Cancel free weekly flyer delivery
• Boycott Herald advertisers • Join in an information picket**

**GO TO: [Facebook.com/HalifaxTypographicalUnion](https://www.facebook.com/HalifaxTypographicalUnion) • Twitter [@HTU_Official](https://twitter.com/HTU_Official) • htu-cwa.ca
• Follow [#endCHStrike](https://twitter.com/endCHStrike) for rally details throughout the province.**

TRUE STORY ABOUT CHRONICLE HERALD STRIKE

- **NOT ABOUT MONEY:** The Halifax Typographical Union offered the Chronicle Herald an across-the-board five per cent pay cut and an increased work week that would amount to more than a 10 per cent hourly wage cut. That was not good enough to satisfy the Herald's demands for countless concessions.
- **ALL'S NOT FAIR:** The union launched an unfair labour practice complaint against the Herald in mid-November. The Herald is accused of insisting that anyone can do work normally assigned only to union members and of constantly pitching proposals that are intended to be rejected. The complaint goes to a labour board hearing on Jan. 23.
- **NO NEWS IS BAD NEWS:** Union members have pooled their experience and journalistic talents to create the Local Xpress, a full-service online news site. The Herald, despite boasts of producing a quality newspaper with replacement workers, provides significantly less provincial coverage while publishing stories that lack depth and are fraught with grammatical and factual errors. All aboard the Local Xpress.
- **BY THE NUMBERS:** The company boasts that it directly employs 500 people and 1,000 additional contractors at the newspaper, the primary function of which is to gather and present news. Still, the company contends that it must divest itself of 29 of its 55 unionized reporters, photographers, editors and newsroom support staff to remain sustainable. The remaining 450 or so managers and non-union staff seem impervious to layoff.
- **PENSION ATTENTION:** Before negotiations began, the company identified pension relief as its major demand. The union has complied, offering a move from the existing defined benefit plan to a targeted plan.
- **ONE FOR THE AGES:** The Chronicle Herald intends to lay off or get rid of more than half (29 of 55) of its unionized newsroom employees. The majority of those targeted are over 50 and have worked for the company for over 15 years.
- **SIZE DOES MATTER:** The company claims that advertising and subscription numbers have not suffered during the strike. However, the number of papers printed, the size of the daily paper and the number of ads have all fallen off significantly. Advertisers and readers are not getting what they pay for.
- **THE REAL DEAL:** The company considers its contract offer to be one of the richest in the country. That's a simple fabrication. Still, producing the largest newspaper in Atlantic Canada in the region's largest city, the company should expect to compensate its newsroom and production staff accordingly.
- **JOB INSECURITY:** The company says that it requires flexibility to remain sustainable in a rapidly changing industry. The company equates flexibility with the ability to hire, fire and promote with no regard for experience or ability.
- **MONEY MISMANAGEMENT:** The Herald has spent about \$1 million on legal fees and beefed-up but unnecessary security during the year-long strike. Yet, it continues to low-ball longtime and dedicated newsroom employees on proposed severance payouts.