

Hudson News Shop Paper
June 15, 2017

NewsGuild of New York Secures Progressive Contract for Hudson News Guild Members
The Guild was able to prevent layoffs during a time when the company intends to downsize its property holdings in New York City

The NewsGuild of New York and Hudson News have reached a tentative agreement — reflecting a progressive contract for our members — at the most recent bargaining session on Thursday, June 15, 2017. A major benefit of these negotiations that the Guild was able to procure for its members is that Hudson News will not layoff any Guild-represented employee while the company is being forced to close three stores in the next several months. The new contract includes wage increases and several benefit improvements not before seen in this agreement.

The three-year deal agreed upon by both the Guild and Hudson News is retroactive to December 31, 2016, and extends our current bargaining agreement through Dec. 31, 2019. As of ratification, if this contract is approved, **all past disciplines will be expunged from employee records**, and, going forward, there will be rules allowing for disciplinary notices to be removed from employee file.

Workers with more than ten years of service will have a total of **65 days toward leave of absence annually (combination of unpaid days and vacation)**, and those with less than ten years will have **45 days leave of absence annually (combination unpaid and vacation)**. This is a significant improvement from the current contract which provides 35 days leave of absence once every two years. The benefits of the newly proposed contract include:

Benefits	Wage	Behavior/Tardiness
New contract language allowing, for the first time, employees to switch and change shifts based by mutual agreement.	Current minimum salary is \$11 per hour. Effective Dec. 31, 2017, salaries rise to \$13 per hour. Dec. 31, 2018, salaries will increase to \$15 per hour. On Dec. 31, 2019, there will be a thirty (.30) cent increase.	There will be no warnings or tardiness until the 9th incident. If an employee has been written up or given a warning, such warnings will be removed if there is no further lateness within the ninety (90) day period.
Unpaid Leaves can be taken every year, rather than every other year, for up thirty five (35) days in conjunction with two weeks of vacation for a total of forty-five (45) days.	Employees making more than \$11 per hour will receive an increase of thirty cent (.30) per hour raise retroactive to Dec. 31, 2016.	The lateness calendar will reset to zero (0) each year on January 1.
Employees with ten (10) or more years of service may take forty-five (45) days of annual unpaid leave in conjunction with four weeks' vacation for a total of 65 days.	Overnight shifts will pay a night differential of thirty-five cents (.35) per hour.	If an employee doesn't call in/show up, he or she will receive a verbal warning. On the fourth incident, an employee shall be terminated. If however, there are twelve (12) months with no additional incidents, the discipline will reset to zero (0).

<p>Any employee who retires and is at least is sixty-two or older and with twenty (20) years of service, will receive three (3) weeks' pay.</p>	<p>Employees assigned to the warehouse will receive will receive a warehouse differential of thirty cents (.30) per hour.</p>	<p>Cash handling policy: Cashiers who have an overage or a shortage of five (\$5) dollars shall be subject to discipline. If there are no additional incident of shortage or overage within ninety (90) days of the warning, the discipline shall be removed from the employees file.</p> <p>No discipline can be imposed on any cashier for an over/shortage register count if another employee or manager has accessed his or her register.</p>
<p>All Hudson News employees will receive two (2) bottles of water at company expense whenever water and/or cups are not in the break room.</p>		
<p>Employees can carry over an additional five (5) accrued, but unused, sick days into the following year.</p>		
<p>Guild-represented Dunkin Donuts kitchen workers will receive the seventy-five dollar (\$75.00) annual safety shoe allowance.</p>		

“We remained steadfast in our commitment to secure a fair contract with substantial benefits for our hard-working members, even as Hudson News prepares to close at least three stores,” said Grant Glickson, president of the NewsGuild of New York. “Today we are happy to announce that, after months of negotiations, we have agreed on a tentative agreement that includes increased paid and unpaid leave, increased wages, more lenient disciplinary rules and severance pay in the event of future layoffs.”

The NewsGuild of New York is tentatively scheduling ratification meetings for June 23, 2017, pending completion of a signed Memorandum of Agreement (MOA). Meetings will be held at the Guild office at 1500 Broadway on Friday, June 23, 2017, from 12 to 1:30 p.m. and from 2:30 to 4 p.m. If the MOA is not completed, we will adjust the ratification date to another time.

Special thanks for their tremendous work during these negotiations go to NewsGuild President, Grant Glickson; Guild Local Representatives Anthony Napoli and Bob Daraio; Guild Mobilizer, Jesus Sanchez; Hudson News Unit Chair Kazi M. Islam; Vice-chair Montasir Islam; Unit Secretary, Shahidul Islam; and a bargaining committee of over twenty (25) members from Hudson News and Dunkin Donuts.