

May 4, 2017

Dear [NAME],

After 16 months of strike action, 25 days of negotiation, 8 days of conciliation and numerous informal discussions, we have asked your union to put our new contract offer to a vote.

This offer incorporates revisions to the Option B proposal, reflecting issues raised by the union leadership as recently as today. (Our Option A proposal also remains open for acceptance.)

Here is a summary of key points in the Option B proposal, which would become the best newspaper contract for print journalists in Atlantic Canada if it is ratified:

- No layoffs for at least 24 months
- Four additional unionized employees returning to the Herald and one employee being offered employment at a sister newspaper
- Highest wages of any newspaper in the Atlantic Region. (9.3% higher than the next highest reporter rate and 20% higher than the next highest editor pay. Moncton pays \$66,258/year for a reporter and \$66,421 for editor positions. The Herald offer is \$69,160 and \$79,810 respectively in year 1 of the contract.)
- Eight year term with salary increases in each year (totaling over 11%).
- The highest night shift premium in the region.
- 37.5 hour work week.
- Overtime for all time beyond scheduled shift. Special protection for employees to avoid overtime in instances of personal obligations.
- 11 statutory holidays.
- Pregnancy and Parental Leave.
- Generous bereavement leave.
- The largest annual vacation entitlement in Canada (up to 7 weeks per year).
- The best sick leave benefits in the region (30 days at 100% wages along with an additional 5 months of wage protection).
- Ability to take a sabbatical for up to one year.
- Limits on contracting out.
- Protection for employees who are transferred.
- Generous severance pay without mitigation (except where employee works for a competitor).
- Up to 68 weeks of one-time severance pay for employees not returning
- Recall rights.
- The highest mileage allowance in the region.
- Free parking.

Your union has hung tough in seeking revisions to the Option B contract proposal. For our part, we also acted responsibly by proposing a realistic contract that will help ensure the sustainability of The Chronicle Herald over the next 8 years and longer.

We would ask you to consider voting on our contract offers in the context of a rapidly evolving Canadian newspaper industry. Even this week, major job cuts and continuing financial losses were reported by TorStar Corporation in their first-quarter results.

We believe that this offer provides fair compensation to employees who will not be returning to work, while extending a generous benefits and salary package to journalists whom we hope to welcome back to the newsroom.

In closing, I would like to stress that we want you to be part of the team that will deliver better content and quality journalism at The Chronicle Herald, the flagship newspaper in the SaltWire Network.

Today, we are clearly focused on growing the family of media properties gathered together under the SaltWire brand. We very much hope that you will become part of this growth story, and the opportunities it will provide to all of our employees.

A handwritten signature in black ink, appearing to read 'Mark Lever', with a long horizontal flourish extending to the right.

Mark Lever
President and Chief Executive Officer