



# Pacific Media Workers Guild

The NewsGuild - CWA Local 39521

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Oct. 25, 2016

Renee Peterson  
Vice President Human Resources  
San Francisco Chronicle  
901 Mission St.  
San Francisco, CA 94103

## Notice of Grievance: Refusal to Meet/Pay Equity

Dear Renee:

We received your October 4 reply to our letter outlining issues involving pay equity at the Chronicle, in which we requested a meeting with the management to discuss the data we have gathered and which we presented in our letter.

In your reply, you asserted that the Chronicle is in compliance with the laws we cited, and intends to maintain compliance. You also stated that management was unwilling to meet with us.

Setting aside for now the Chronicle's assertions on the substantive issues we raised, and which we continue to investigate, management's refusal to meet is a departure from our long tradition of working collaboratively whenever possible to address any issue of concern to either party. That is a disappointment. Furthermore, your refusal to meet violates the Labor Agreement (Article IV (c)) which obligates the parties to meet and discuss any subject related to the "No Discrimination" article and the "diversity concerns" outlined in that provision.

This is our notice of grievance filed per Articles VI and IV over the management's failure to meet and discuss the subject we raised in our letter. This subject—fairness and equity in the pay system—falls squarely within the range of matters covered in Article IV. We are reviewing applicability of other provisions of the labor agreement, including but not limited to those provisions concerning recruitment, minimum salaries and merit pay, as well as the possibility of ongoing violations and additional matters we are investigating.

Please contact me at your earliest convenience to discuss this grievance.

Sincerely,

Carl Hall  
Executive Officer

cc Kat Anderson, Chronicle Unit Officers, Pay Equity Committee