

To: *Our Families, Friends & Community*

From: **Hawaii Tribune-Herald Members of  
the Hawaii Newspaper Guild, Local 39117**

Here's what is happening: Three days before Christmas, the mainland owner of the Hawaii Tribune-Herald has terminated our contract. As of Tuesday, Dec. 22, 2009, management can lock us out of the building without warning. Publisher Ted Dixon announced this decision earlier in December, giving an early holiday gift to his hard-working, loyal tax-paying employees. Many of us have worked at the paper for decades, spending most of our adult lives dedicated to serving our readers and the general public.

This move by management comes after almost eight years of a wage freeze, during which workers' income levels have receded as inflation and the cost of living have risen steeply. In 59 bargaining sessions during that time, the company's Tennessee lawyer, who specializes in union-busting throughout the mainland, has refused to budge from demanding contract cuts which would reduce wages, kill job security, reduce health benefits and gut the union. Management's demands would render the Guild powerless to represent its workers.

***Money that goes into our paychecks stays here and helps the local economy.***

Hawaii Tribune-Herald profits get siphoned off to Arkansas. This money from the Big Island is funneled into Little Rock, Ark., where billionaire investment banker Warren Stephens, president and CEO of Stephens Inc., maintains his fleet of four private jets, an \$18 million world-class private golf course and a No. 97 ranking on the Forbes list of the 400 richest Americans. One of Stephens Inc.'s private equity investments is a conglomerate of 40 newspapers called Stephens Media. Of these newspapers, only one has a union — that's us — and the company wants to change that.

"These are tough times for the economy, and for the newspaper industry in particular. But Stephens Media has never claimed an inability to pay, and its CEO has said recently that its newspapers are not in debt. So the issue is not an inability to pay. The issue is the company's unwillingness to give employees a fair share and to punish them for asking for anything that might detract from the money that the Hawaii Tribune-Herald readers, advertisers and subscribers give to its parent company," explains the Newspaper Guild's Hawaii administrative officer, Wayne Cahill.

For more information, contact Cahill at (808) 531-5455 or 1-800-984-3484; e-mail: [wcahill@cwahawaii.org](mailto:wcahill@cwahawaii.org). Future updates will also be posted on our new website at <http://tribuneunion.wordpress.com>.

***Want to know how you can help?*** Fill out the pledge form below and mail, fax or email it to: Hawaii Newspaper Guild, 475 Kinoole Street #102, PMB #172, Hilo, HI 96720-2900; fax (808) 585-6465; email: [unionhawaii@gmail.com](mailto:unionhawaii@gmail.com). We will notify you if your subscription is cancelled.

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## Hawaii Newspaper Guild Subscription Cancellation Authorization



In support of Hawaii Tribune-Herald employees represented by the Hawaii Newspaper Guild, I authorize the union to cancel my newspaper subscription by presenting this pledge form to the Hawaii Tribune-Herald if a fair labor contract settlement is not achieved.

I further authorize the resumption of my subscription upon the signing of a new labor contract.

### Attention, Hawaii Tribune-Herald Circulation Department:

Cancel my subscription to the Hawaii Tribune-Herald immediately. I will not pay for newspapers received after this card is submitted until such time as the subscription is renewed by the Hawaii Newspaper Guild. Mail, fax or email this form to: Hawaii Newspaper Guild, 475 Kinoole Street #102, PMB #172, Hilo, HI 96720-2900 fax (808) 585-6465; email: [unionhawaii@gmail.com](mailto:unionhawaii@gmail.com)

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