



Journalists of *Al Día* and *The Dallas Morning News* announce union organizing campaign

FOR IMMEDIATE RELEASE: July 20, 2020

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Dallas, Texas – Citing their respect and devotion to the historic *Dallas Morning News* – the oldest continuously operated business in Texas – journalists throughout the newspaper took a major step Monday toward forming a union.

With a majority of staff backing the effort, a delegation of newsroom employees at *The Dallas Morning News* in solidarity with our sister publication *Al Día* officially asked A.H. Belo Co. to recognize the Dallas News Guild as a unit of The NewsGuild-Communications Workers of America.

The Dallas Morning News – Texas’ leading newspaper – is set to become the first major newspaper newsroom in the so-called “Right-to-Work” state to unionize in recent history.

Ironically, *The News* is the publication credited with coining the term “Right To Work” in a Labor Day 1941 editorial.

Organizers with the union requested voluntary recognition from A.H. Belo, the News’ parent company, Monday morning. Recognizing the union would set the stage for contract negotiations between A.H. Belo and the newsroom staff to begin.

The guild will cover more than 100 journalists across all departments of the newsroom.

The group's mission statement shows its aim – to serve as full partners with management to keep the paper strong.

“We take immense pride in having the opportunity to serve this community,” the statement reads.

“But *The Dallas Morning News* as an institution fails to truly fulfill its promise and duty to readers when experienced colleagues are lost to layoffs or disillusionment, when employees struggle for pay equity, and young talent have no clear path forward.

“We understand our industry is in turmoil,” the statement continues. “This tumult has resulted in no-raise promotions, increased work without increased pay and staffing that has been cut to the bone... We seek to work with management to build a more stable and secure environment so that local journalism can thrive.”

It is the Dallas News Guild's intent to work with A.H. Belo to better protect its employees.

For example, it wasn't until weeks into the COVID-19 pandemic that the company distributed personal protective equipment (PPE) to newsroom employees. *The News'* reporters, who were exposed to thousands of people as well as tear gas and less lethal ammunition used by police during protests in June, were also not offered the kinds of security resources provided to other local news outlets.

“Our ultimate goal is to protect local journalism through *Al Día* and *The Dallas Morning News*. Our multi-diverse community needs strong journalists to tell the stories that must be told in these troubled times. The time for unity is now”, said Imelda Garcia, reporter at *Al Día*.

“We are under no illusions about the difficulties faced by newspapers today. We believe that by uniting as partners with management, we can keep the paper and its many platforms alive and serve our readers and audiences across Texas and beyond in meaningful ways for years to come. That is our goal, plain and simple,” said enterprise reporter and 31-year *Dallas Morning News* veteran Dave Tarrant.

“The loss of dozens of reporters, through layoffs and attrition, in recent years directly affects the quality reporting at *Al Día* and *The Dallas Morning News*,” said Dallas Police reporter Cassandra Jaramillo. “We want to work with management to make sure our newsroom is not a revolving door, but a place where we can retain and invest in talented journalists.”

The Dallas News Guild is seeking voluntary recognition of the union to begin working immediately toward solidifying the news institution's future with a strong contract that protects and values its journalists' hard work.

The union's mission is distilled by the phrase "Preserving the Rock of Truth." For decades the stone façade – nicknamed the Rock of Truth – on the exterior wall of *The Morning News'* former offices presented the newspaper's goals for fairness and objectivity chiseled into stone.

The News is one of the last remaining family-owned regional newspapers, led by a chief executive officer with decades of experience devoted to the institution. Our goals are one and the same: *keep local journalism alive.*

"Build the news upon the rock of truth and righteousness," the façade states. "Conduct it always upon the lines of fairness and integrity. Acknowledge the right of the people to get from the newspaper both sides of every important question."

In a trend found across the industry, many newspaper staffs have unionized in recent years, including in Florida, Arizona, California and Illinois. The News' staff join dozens of other news organizations across the country which have protected journalism jobs through unions for decades.

Keep up with organizing efforts on Twitter – @DallasNewsGuild – and at DallasNewsGuild.org.

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The NewsGuild-CWA is the largest union of media professionals in the country, representing more than 20,000 journalists and other news industry employees in the U.S., Canada and Puerto Rico.