



WHERE THINGS STAND

Arlington, VA. (September 22, 2023). Your union bargaining committee has now met five times with the Sinclair Broadcast Group to negotiate a new collective bargaining agreement. There are two completely different visions for the next agreement. Your union wants to expand existing benefits, such as longevity pay and night shift differential, and obtain modest wage increases. Such a new contract would improve your pay and benefits. By contrast, your employer wants to eliminate many of those benefits in return for a pay increase of 1.5% to 2% per year. In its view, a new contract would be a tombstone memorializing the end of night shift differential, longevity pay, and other benefits.

The following table shows where the parties stand on various issues of importance:

Subject	Union Position	Employer Position
Premium for working on a day off (Art. IV, Sec. 4.6)	Maintain current language	Eliminate the language.
Paid Meal Breaks (Art. IV, Sec. 4.8)	Maintain current language	Eliminate the benefit for employees hired after the execution of the new contract.
Paid Meal Break Penalty (Art. IV, Sec. 4.8)	Maintain current language	Eliminate the language.
Night Shift Differential	Expand the benefit to all employees who work the night shift.	Eliminate the benefit on the day before the contract expires.
Sixth Week of Vacation for employees hired as of 6/29/16 who have 20 years of service	Maintain current language	Eliminate the benefit on the day before the contract expires.
Base Weekly Wage	Increase it to \$950/week	Increase it to \$750/week
Annual Increases	4% / 4% / 3.75% / 3.75%	2% / 1.5% / 1.5%
Signing Bonus	\$2,700.00	None
Longevity Bonus	Expand it to include anyone hired before 1/1/16	Eliminate the benefit on the day before the contract expires.

The parties remain far apart. To make matters worse, Sinclair is not being honest with us. It claims that it is not seeking to cut anything, yet the Company proposes to end many longstanding benefits by the end of the term. It makes these offers for less than what it offered during the last contrast.

We need your help. You need to show your support for better wages and expanded benefits. This is not just a fight about money. **IT IS A FIGHT FOR DIGNITY AND RESPECT.** Those are two words that Sinclair does not understand.

Your Negotiating Committee – Rich Guastadisegni and David Howell