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**From:** Dave Worstell  
**Sent:** Wednesday, June 3, 2020 3:51 PM  
**To:** BIL All Local Users; Paul Hamby  
**Subject:** Billings Gazette Employees

Dear Billings Gazette employees:

You may have heard that some members of our newsroom staff have filed the necessary documents to unionize that department for the purpose of collective bargaining. This is accurate.

The process as it stands today, calls for an up or down vote by journalists to be held this month. This is activity that will be overseen by the National Labor Relations Board and The Billings Gazette will comply with both the letter and the spirit of the law as we move through this process. The majority of the journalists who vote will determine the outcome.

To be clear, I do not feel we need a union in our newsroom. Currently there are no acrimonious relationships and open communication is the norm between reporters, editors and me. A union will complicate newsroom relationships and I fail to see the benefit of this. I don't believe a union will be beneficial to newsroom employees; a union cannot change the realities of our economy.

Together, we all share a burning passion for the value of good journalism in our community and region. We share these ideals today just as we did yesterday. And we will tomorrow too, regardless of the outcome of the election. As an employee who has spent my entire career working with businesses and subscribers who value our audience and journalism, I understand that we do not have a product to sell without the content that each and every one of you work so hard to produce each day. While we, not unlike every other newspaper across the country, have had to make changes to staff we've worked hard to maintain a vibrant core of journalists in our newsroom. Our recent hire attests to this.

Indeed, these are difficult times for our industry. In order to weather these challenges the best way possible and in a way that is best for all of us, I strongly believe that we need to work together and not through a third party that will drive a wedge between us.

You may see or hear stories about this in other media, and members of the community may ask you about this. Please talk with people as normal, but please also be careful not to make any statements that could be construed as an official company statement. And of course refer anyone to me that requests an official statement.

The Billings Gazette will cover this as a story once there has been a vote. In the meantime, please do not hesitate to talk with me about this or anything else you wish to discuss.

Thank you as always for your good work.

Sincerely,

Dave

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