

WE HAVE A DEAL

On Tues., Jan. 23, after more than 20 months of bargaining, PEN Guild won a deal with POLITICO management for a transformative, three-year contract. When ratified by our members, it will ensure better working conditions, higher wages and great benefits for POLITICO and E&E News journalists.



PAY & BENEFITS

- ☑ **Salaries:** A salary floor of \$75,000 for reporters and \$63,000 for producers. Guaranteed pay raises of 6 percent in the first year for lowest-paid employees. Pay bumps when employees hit 5-, 7- and 10-year milestones.
- ☑ **Health care:** Insurance premium increases capped at 5 percent, with a commitment to cover up to \$20,000 towards IVF and fertility treatments.
- ☑ **Work-life balance:** Comp time for salaried employees and overtime pay for hourly employees.
- ☑ **Paid leave:** At least 4 weeks of paid time off for all employees, with mechanisms in place to ensure employees take vacation. Plus, 10 days' sick leave.
- ☑ **Parental leave:** 24 weeks of paid leave for all primary caregivers.
- ☑ **Transportation benefits:** An automatic monthly transit stipend that increases over the length of the contract.
- ☑ **Moving expenses:** Up to \$10,000 if required to relocate.

JOB PROTECTIONS

- ☑ **Just cause:** A formal disciplinary process at POLITICO that ensures employees are not inappropriately targeted.
- ☑ **Layoff protections:** In the case of layoffs, management will pay 2 weeks' salary for every year of service, with a minimum of 8 weeks. Health insurance would be covered for up to 6 months.
- ☑ **Artificial intelligence:** Employees will not be replaced by AI for the first 15 months of the contract. After that, employees would receive an *additional* 10 weeks of severance.
- ☑ **Return-to-office:** Management must give 45 days' notice before calling workers back into the office. Maximum of 12 days a month in person required in the first year of the contract; no more than 4 days per week after that. Remote employees and those with health concerns are exempt.
- ☑ **A voice at work:** The right to bargain in urgent situations during a national emergency, including a pandemic.
- ☑ **Gender equity:** The first-ever policy at POLITICO addressing how trans or non-binary employees are treated in the workplace.