**Canton-Massillon tentative contract**

* Information meeting 6 p.m., Tuesday Aug. 12, Repository training room
* Contract vote, anytime between 3 and 6 p.m., Friday, Aug. 15, Repository training room.

**Some key provisions**

* Hourly wage increases through a combination of increased minimums in step scales and/or $1 per hour increases each year
* Result is pay increases of at least 3.4 percent, up to 17 percent for all members, upon ratification
* Pay increases of at least 3.3 percent, up to 8 percent for all members in year two.
* Paid time off system to replace vacation & sick time will largely provide increased number of days off per year.
* Medical insurance coverage, effective Jan. 1, 2026, changes to Gannett plan. Will reduce bi-weekly premium payments for most, but may also increase out of pocket expenses, depending on situation and use.
* Employer contributions to 401K plan reduced to a 1 percent maximum, if employee contributes minimum of 4 percent.
* Employer gets varying numbers of seniority "skips" per job title, which it can exercise during a reduction force.

**Get more information here**

Contract document and detailed financial effects for each member can be viewed on NewsGuild Local One website: <https://www.newsguildlocal1.org/>