

To The Staff,

A few weeks ago, IAPE began encouraging reporters to refuse assignments the union characterized as "voluntary" -- including WSJ video, webcasts, podcasts and radio broadcasts among other assignments. Company lawyers advised the union's leaders at the time that they were mistaken in their view that such work was voluntary, and that they were putting employees who refused to perform assigned work at risk of disciplinary action by directing them in this way.

Unfortunately, IAPE has continued to encourage this refusal to work. Recently, a few reporters assigned to work on WSJ.com videos and podcasts informed their managers that the union has told them not to perform the work. We told them what I want to reiterate to all of you now: if your editor gives you an assignment, you are expected to complete it. Our union contract does not limit the type of work an employee may be asked to perform. I made an exception for appearances on CNBC, making them voluntary because of the particular circumstances of such appearances, but I have made no other exceptions. A refusal to do part of one's job isn't protected activity under the federal labor laws, and could expose the individuals involved to disciplinary action.

We all know that the Journal must publish across all available media platforms to serve its readers. We have been moving in this direction for years, and with Journal 3.0 we have firmly committed our present and our future to this course. In addition, these new platforms give reporters and editors ways to expand their skills and get their journalism before a wider audience.

I am optimistic, as I always have been, that a negotiated settlement will be reached through bargaining – hopefully soon. Meantime, I expect everyone in the Journal's News department to remember the crucial importance of our readers' trust in the accuracy, fairness and completeness of our coverage across all

platforms. So far, it hasn't been compromised. I'm confident that will continue.

Best regards,

Paul Steiger