

# FACTS ABOUT HARPERCOLLINS COMPENSATION

HarperCollins has been negotiating in good faith with the United Auto Workers union (UAW) for more than a year and has agreed to numerous proposals that they are seeking to include in a new contract. HarperCollins continues to honor its prior contract with the United Auto Workers, even though it has expired. We remain ready to continue our negotiations with the union and to reach agreement on a contract that is fair to both employees and the company.

Below are some facts about the total compensation package HarperCollins offers its employees.

- Out of the 4,000+ employees who are part of HarperCollins worldwide, there are currently 237 full-time NYC-based staff covered by the contract with the UAW.
- 154 of the union positions are assistant, associate, or coordinator.
- Editors, senior editors, and executive editors are not part of the union.

## **HarperCollins pays competitive salaries.**

- HarperCollins pays union members a base salary on a 35-hour work week.
- Based on publicly available information, HarperCollins's current entry-level hourly rate is the highest in the publishing industry.
- All employees covered by the union are eligible for overtime pay if they work more than 35 hours per week.
- Independent of the UAW's requests, HarperCollins has raised entry-level salaries 25 percent since its last agreement with the union. On top of that, the company provided higher than usual merit increases in October 2022.
- Based on the current union contract construct, anyone working 38 hours a week is making more than \$50,000.
- The average salary for all union members is \$57,438 (for a 35-hour week), excluding overtime pay.
- During negotiations with the UAW, HarperCollins proposed increases to current entry-level salaries.

## **HarperCollins has a robust total compensation package.**

- HarperCollins subsidizes employee benefits, paying a minimum of \$7,200 per year for each employee enrolled in our benefits package.
- The company is continuing to pay its share of the benefits for employees currently on strike, in addition to covering the employee's share of the costs—although it is not obligated to.
- HarperCollins makes an automatic contribution of 2% to a 401k savings plan for every US-based employee.
- The company's paid time off starts at six and a half weeks and increases with tenure.
- HarperCollins offers a flexible hybrid work model with four work-from-anywhere weeks.

## **HarperCollins believes employees should choose how to spend their income.**

- The UAW wants to include a "Union Security" clause in its contract. Such clauses typically require substantial union dues to be paid by all UAW-represented employees and would require HarperCollins, at the union's demand, to terminate any employee who does not pay them their dues.
- Dues are 1.6% of the member's salary and start at \$720 a year at the lowest level. Some employees pay upwards of \$1,500.
- HarperCollins strongly believes that each employee covered by the union should have the right to choose whether or not to pay dues to the United Auto Workers.