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# Guild Unit Could Lose 42 in Buyout

## *Baltimore Sun Proposal Unrelated to Sale of Parent Tribune Co.*

Saying that the cuts are not related to the sale of the newspaper’s corporate parent, the *Baltimore Sun* on April 24 presented a formal proposal to the Guild that would result in the buyout of as many as 42 Guild-represented employees.

“There are also buyouts in the works for Sun employees outside the Guild,” Bill Salganik, the WBNG president and a Sun reporter, wrote in a Sun Guild bulletin. “Management is looking to get 50 buyouts company-wide, or about 4 percent of the 1,250 employees.”

The Sun is owned by the Chicago-based Tribune Co., which accepted a buyout offer itself in early April, and is being sold for \$8.2 billion to real estate tycoon Sam Zell.

In addition to the Sun, the company owns the *Chicago Tribune*, the *Los Angeles Times*, and seven other daily newspapers. On April 23, the company announced plans to cut 150 newspaper positions in Los Angeles and about 100 in Chicago.

“If this bulletin sounds familiar,” Salganik wrote, it’s because “I’ve written similar ones too many times before.

“According to figures provided by management, the number of Guild-represented workers has dropped from 623 in 2003, to 489 before this buyout – 22 percent of us sliced away by buyouts, attrition and a few layoffs. With the new round, that could increase to about 28 percent.”

“We don’t think this is good for our readers or our advertisers. We don’t think it’s a good long-term business strategy. And we don’t take comfort from knowing that there are similar cutbacks underway at other Tribune papers.”

Salganik said that while it is unfortunate that any Guild members are expected to depart, “we realize that some of our members want to leave – and to do so with a check.

“We’ll try to assure that the process is as fair as possible. Management has said that there will be layoffs if there are not enough volunteers for buyouts company-wide – although it did say a smaller number than 50 could satisfy its goal, depending on which employees actually take the buyout.” Layoffs, he noted, must be of the least senior people in the particular job categories. Among Guild-represented workers, as many as 15 newsroom employees, 19 commercial employees, and 8 facilities employees could be bought out.

Under Sun management’s proposal, buyout packets would be offered in categories based on department, job title, and years of service. The Sun is proposing a cap figure in each category, but could decide to take more if it has the volunteers.

Salganik said that management distributed individual buyout packages to 84 eligible Guild-represented employees on April 27. The affected workers have until May 29 to decide – and seven days after accepting a buyout to change their minds. Most of the employees taking buyouts would leave on June 1.

“Those who choose to take the buyout would receive one week’s pay for each six months worked, up to a maximum of a year,” the Sun unit chair said. “You’d continue to get paychecks every two weeks until you’ve reached your limit. Health insurance, 401(k) and most other benefits would continue.”

*For more on the Sun buyout proposal, as well as the latest on the Tribune Co. sale, visit [www.tribunewatch.org](http://www.tribunewatch.org) (a link is provided on the WBNG home page, [www.wbng.org](http://www.wbng.org)).*

# WBNG Units Collective Bargaining Update

UNITE HERE Local 25 .....	Jan. 1, 2006 to June 30, 2006
Dept. for Prof. Employees, AFL-CIO.....	July 1, 2002 to Dec. 31, 2006
Working for America Institute.....	July 1, 2002 to Dec. 31, 2006
American Postal Workers Union .....	May 21, 2003 to May 20, 2007
Baltimore Sun .....	June 25, 2003 to June 24, 2007
Radio Free Asia .....	Oct. 31, 2004 to Sept. 30, 2007
United Food and Commercial Workers.....	Oct. 7, 2004 to Oct. 6, 2007
United American Nurses .....	March 24, 2005 to Dec. 31, 2007
Catholic News Service .....	Jan. 1, 2006 to Dec. 31, 2007
National Labor College .....	April 1, 2005 to March 31, 2008
United Way of America .....	May 1, 2005 to April 30, 2008
American Rights at Work .....	July 1, 2005 to June 30, 2008
MCCSSE (SEIU Local 500) .....	July 1, 2005 to June 30, 2008
CASA de Maryland .....	Oct. 14, 2005 to June 30, 2008
Washington Post .....	Nov. 8, 2005 to Nov. 7, 2008
Jobs With Justice .....	Aug. 7, 2006 to Dec. 31, 2008
Agence France-Presse.....	Jan. 1, 2007 to Dec. 31, 2008
E-L & Associates.....	Jan. 1, 2007 to Dec. 31, 2008
American Nurses Association.....	Feb. 15, 2006 to Feb. 14, 2009
AFL-CIO ( <i>Tentative agreement</i> ).....	Oct. 1, 2006 to April 1, 2009
Solidarity Center .....	Sept. 26, 2006 to Sept. 25, 2009
International Labor Communications Association.....	Nov. 1, 2006 to Oct. 31, 2009
Research Associates of America.....	Jan. 1, 2006 to Dec. 31, 2009
BNA (Bureau of National Affairs).....	March 1, 2006 to Feb. 28, 2010
BNA Correspondents .....	July 15, 2006 to July 14, 2010
Kaiser Coalition .....	April 1, 2005 to March 31, 2011

## OFFICIAL NOTICE

**WBNG Membership Meeting: Saturday, May 12, 10 a.m.**

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# GUILD Forum

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WBNG is Local 35 of The Newspaper Guild; Local 32035 of the Communications Workers of America, AFL-CIO, CLC. WBNG is solely responsible for **Guild Forum** content.

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**Address Correction Requested**