



# Two Guild Units Work Through Extensions

Two of the Washington-Baltimore Newspaper Guilds larger units are operating under contract extensions worked out shortly before their respective agreements were to lapse.

The 100-member Guild unit at Radio Free Asia began talks in August over a three-year contract that expired Sept. 30. After a few largely fruitless sessions, the Guild and RFA management agreed to extend the current contract while Congress and the White House finalize a Fiscal Year 2008 appropriation.

Under the extension agreement all terms of the contract will continue unchanged until an RFA-funding bill is passed. If no budget is enacted, the contract extension would expire Dec. 31.

During the extension, RFA agreed that if non-Guild employees get an across-the-board pay increase, Guild employees would get the same raise. The Guild also has told management it expects the October step increase to be paid retroactively once an agreement is reached, though that would be subject to bargaining.

Currently, the appropriations bill that would fund RFA for the coming year has not received final passage by Congress.

Both the House and Senate have approved measures that would restore full funding for RFA but with slightly different totals and different accompanying language.

The annual federal grant is administered by the Broadcasting Board of Governors. The BBG had proposed eliminating the Cantonese-language service and slashing the Tibetan service (RFA

broadcasts are in nine different languages). Both houses of Congress have rejected those proposals.

During the interim, bargaining continues over non-economic issues. One issue still to be resolved is the discipline procedure. The Guild has proposed language that would ensure employees get union representation throughout the discipline process.

Bargaining over wages and other economic items, such as health insurance and severance pay, will resume immediately following enactment of the appropriations bill or "no less than 14 days" prior to Dec. 31. The contract extension would expire 14 days after a appropriations bill is enacted or Dec. 31, whichever is sooner.

On Sept. 10, negotiations began at the United Food and Commercial Workers International Union, where a three-year deal that expired Oct. 6 covers about 70 Guild members.

The Guild's UFCW unit is seeking wage increases, improved travel benefits, and more vacation and sick leave.

UFCW has implemented an Economic Costs Committee, which has placed a cap on all promotions and raise increases for all UFCW employees at the locals as well as at international headquarters. This is likely to be the biggest barrier to getting fair wages for the Guild membership.

The parties agreed to a 30-day notification extension for the current contract. The expectation is that other 30-day extensions will be automatic until bargaining is completed.

## *Two Small Shops Work Out Significant New Deals*

New Guild contracts have been negotiated at the shops of the AFL-CIO Department for Professional Employees and the American Postal Workers Union.

At DPE, employees in the three-member unit have a three-year deal that runs through June 30, 2010. The agreement is modeled on the labor federation contract and includes a catch-up to the AFL-CIO contribution-level for the 401(k) plan and three 2.5 percent raises.

At the APWU, agreement was reached – after more than six months of sporadically convened talks – on a 42-month contract. The 15 members of the Guild unit will receive annual raises totaling 4.7 percent over the life of the contract, including a 3 percent hike this November. They also will receive six Cost-Of-Living Adjustments. During the previous contract, Guild members received an average of \$450 per COLA adjustment period, resulting in total additional salary increases of at least 5 percent.

# WBNG Units Collective Bargaining Update

|   |                                  |
|---|----------------------------------|
| Working for America Institute.....                  | July 1, 2002 to Dec. 31, 2006    |
| 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 .....                                       | 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   |
| Dept. for Prof. Employees, AFL-CIO.....             | July 1, 2007 to June 30, 2010    |
| BNA Correspondents .....                            | July 15, 2006 to July 14, 2010   |
| American Postal Workers Union .....                 | May 21, 2007 to Nov. 20, 2010    |
| Kaiser Coalition .....                              | April 1, 2005 to March 31, 2011  |
| Baltimore Sun .....                                 | June 25, 2007 to June 24, 2011   |

## OFFICIAL NOTICE

**WBNG Membership Meeting: Saturday, Nov. 17, 10 a.m.**  
**Washington Guild Office**  
**1150 15th St. NW, Suite 350**

**Agenda includes nominations for delegates to**  
**The Newspaper Guild-CWA sector conference (Feb. 27-March 2) and the**  
**Communications Workers of America international convention (June 23-25).**

**For further information: 202-785-3650**

# 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**