

POST GUILD UNIT forum



Local 32035 The Washington-Baltimore Newspaper Guild

November 15, 2004

Guild Welcomes New Members

New Employees Enjoy Guild Orientation

On October 27, a group of new Post employees from news, advertising, and accounting attended a luncheon that featured presentations and discussion about the Guild. New employees learned how, from 1938 until today, the Guild has improved salaries, job security, working conditions, and benefits of Post employees. They learned that the Guild can be as strong as we all make it. Joining the Guild and actively participating in the Guild is the best way to protect and advance our living standards and have an effective voice at The Post. A representative of the CWA Union Plus Benefits Program explained the additional benefits offered by Union Plus to Guild members. These include: low-rate credit card, mortgage and loan, discount legal services, auto buying, cell phone, travel, and other discounted services.

National News Aide Tina Alva said, "The Guild Orientation was a great way to learn the benefits of being a union member and it was enjoyable to meet the Guild staff as well as other new Post employees."

New and Returning Members

Tina Alva	Nicole Arthur
Richard Carioti	Jahi Chikwendiu
Andrew Curtis	Charles Daniels
Nell Henderson	Marvin Joseph
Elizabeth McGehee	Eric Rich
Chris Richards	Matthew Schudel
Peter Slevin	Nicholas Snow
Robert Stein	Patricia Sullivan
Barry Svrluga	Laura Thomas
Darnell Wade	Jonathan Weisman
Kathryn Wenner	Verdell Winder
Martha Wright	Karen Yourish

You're Invited!
to the
**Guild Thanksgiving
Turkey Lunch Celebration**

**Tuesday, November 23
12 Noon until 2:30 PM
at
Metropolitan AME Church
1518 M St, NW**

For dessert, there will be a
BAKEOFF CONTEST

(Call Tiffany Harris, 202-785-3650, ext 17,
for Bakeoff details)

Win an IPOD through Guild Membership Drive Raffle

There's excitement in the air as Post workers discuss the new Guild Membership Raffle underway at the Post. The raffle will consist of three drawings. The winners will receive Apple iPods. Here's how it works:

For every member signed up, the recruiter (current member) gets to enter his or her name one time and the new member gets to enter his or her name one time. Raffle tickets can be picked up in the Guild office from Tiffany Harris, tharris@wbng.org

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Take a vacation!

As we enter the third and last year of our labor contract here at The Post, we enter the "Use It or Lose It" year-of-reckoning for people with saved vacation hours. The time for procrastinating is over. Get a cup of coffee and get it straight, or you could end up losing valuable vacation time. Here is the simple summary:

First, look at a recent pay stub to see how many hours of vacation you have accumulated in each of three columns: Current, Deferred and Excess.

If you have zero hours of vacation in both the Deferred and Excess columns, you need not read any further. You are not at risk of losing any accumulated vacation.

If you have hours in Deferred but not in Excess, look at your pay stub near the Messages section and find your Leave Accrual Date. That is the date on which any hours in your Deferred column will expire and disappear. We (and Post management) encourage you to use those Deferred vacation hours before they expire. Don't worry about your Current hours. On your Leave Accrual Date, any hours remaining in your Current vacation column will spill into your (now zeroed out) Deferred column, where they are good for one more year.

To use up Deferred hours, simply mark VAC on your time card anytime you take vacation days. When you mark VAC, the hours are drawn first from your Deferred column (if there are any there to be had). When your Deferred account hits zero, VAC automatically starts drawing down from your Current column.

If you have hours in both Deferred and Excess, you have some serious vacationing to do before November 7, 2005. On that date, any remaining Excess vacation hours will disappear. You will get a cash settlement of one-third the monetary value of those days. For example, if you are making \$15 an hour at The Post, you will get paid \$5 for every hour of Excess vacation left in your account on Nov. 7, 2005. For most people, it's going to make more sense to take that time off before it expires next November. To spend down your Excess vacation hours, you need to mark VAX (not VAC) on your time card.

But remember, not only do you need to use up your Excess by Nov. 7, 2005, you will also have to use up your Deferred hours by the time your Leave Accrual Date comes around. As the coming months unfold, you will probably want to pay attention to these two columns — Deferred and Excess — and focus on using up first the hours that are going to expire first. Remember, if you want to use Deferred hours, mark VAC on your time card. If you want to use Excess hours, mark VAX.

— Rick Weiss

Washington-Baltimore Newspaper Guild
www.wbng.org 202-785-3650

Issue and Grievance Report

It's been a busy few of months for Guild stewards and members of issue committees.

In Classified Advertising, Guild members Brenda Jackson, Caroline Edwards, Linda Beach, and Dolphine Williams met with management several times to address persistent problems faced by Telephone Sales Reps. Guild committee members report that important improvements have been implemented as a result of these meetings.

The Guild Continuous News committee, Ann Gerhart, Allan Cooperman, and Rick Weiss, met with News management, continuing to resolve the issue of compensation for internet-related work.

The Health Benefits Committee, Ceci Connelly, Darlene Meyer, and Rick Weiss, met with Post management concerning the new Disease Management Program and the 2005 health insurance premiums. The Guild committee proposed a more affordable split in the premium costs.

Joanna Millhouse and Darlene Meyer met with Post Advertising System (PAS) managers to ensure that Guild employees will receive the training and support needed to successfully make the transition to the entirely new software they will use to perform their jobs.

Rick Weiss and Darlene Meyer met with IT managers regarding the new Information Security policy and employee training and regarding the current Code of Conduct training.

Advertising Steward Ann-Marie Ditchey worked on two grievances concerning unfair disciplinary action meted out to employees' for not reaching certain requirements. Grievance Committee Chairperson Joanna Millhouse represented an employee unfairly disciplined for violating a rule that the employee had no knowledge of. Guild Rep Rick Ehrmann negotiated severance agreements for news and commercial-side employees.

The Guided Ear:

The Guided Ear may need added health insurance in the coming year as a result of the eardrum damaging stream of complaints about the timing of this year's open enrollment period. The cut-off date of November 2 coincided exactly with Election Day, the climax of an incredibly intense work period for many people on both the news and commercial sides of the paper. Not to mention other demands being put on us at the same time, including pressure to complete online ethics training; demands for many employees to complete online training for new security procedures; and a requirement that everyone in advertising complete ten training modules in the new Post Advertising System. After surviving all that and the mayhem of the election, many of us began to pick up the pieces of our lives, which we had put ON HOLD for our employer. Ah, there it is...the Health Plan envelope! But alas...Game Over!

Wondering how you're going to pay for all those antidepressants? Don't despair. Keep an eye on the mail the last week in November, when one last chance to change your non-selections should come your way.