

# POST GUILD UNIT

# FORUM...



The Washington-Baltimore Newspaper Guild, Local 32035, TNG-CWA

April 12, 2006

## Guild Negotiates Improvements to Post Buyout

Next week, 121 Guild-covered Post employees will receive an offer to accept a Voluntary Retirement Incentive Program (VRIP). Depending on the recipients individual circumstances, the offer may be a very good way to retire or move on to a future outside the Post. A Guild committee consisting of Darlene Meyer, Rick Weiss, Veronica Ingram, Robin Groom, Myra Hatala, Ann Marie Ditchey, Dave Robie, Al Crenshaw, and Rick Ehrmann negotiated with Post management on April 5<sup>th</sup> and 10<sup>th</sup> to improve the original VRIP draft submitted by the Post on March 31<sup>st</sup>. The Guild was successful in improving the VRIP terms by negotiating a written guarantee that VRIP retirement benefits for those who accept the offer will not be reduced in the future. The Guild was able to increase the number of employees eligible for the buyout to 88 in News and 33 in Commercial departments of the paper. The Guild also was able to negotiate an increase in the retirement benefit for 54 year old employees who accept the buyout.

Here are the main features of the buyout:

1. News - all full-time positions, Commercial – specific full-time positions
2. Must be 54 years old by December 31, 2006, must have at least 10 years of service, or, your age plus years of service plus 5 must add up to 85
3. Cash retirement incentive equal to 1x your annual salary up to 2x your annual salary, depending upon your number of years of service
4. Early retirement benefits may be increased by adding 5 years to your age, for example, an employee who is 60 will receive the benefits normally paid at age 65.
5. Employees who are already 65, may choose to add 10% to their normal pension benefit.
6. Pre-age 65 health benefit supplement increased to \$4000 per year. Health insurance coverage remains available with premiums split between Post and retiree.

Congratulations if you are one of the people who will be able to take advantage of this offer after long years of dedicated service to the Post. You deserve it!

Remember that the Guild is our organized voice at the Post. The efforts of the Guild negotiating committee improved this buyout offer. Make the Guild stronger by becoming a member and maintaining your membership.