

POST GUILD UNIT

FORUM...



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

February 11, 2008

Facts On The Buyout

Last week's announcement that The Post is going to offer a buy-out, probably in March, has got the attention of a lot of Guild-covered employees. Here are a few facts to carry employees over until more is known:

Under the terms of the labor contract between The Post and the Guild, the company has a limited ability to implement "economy dismissals," or layoffs, of Guild-covered employees. That is one reason why the company has long used voluntary buyouts when it wants to reduce staff -- and one of many reasons why you should support the Guild, and be a member.

Without our contract, we would all be hired "at will," and the company could fire you any time, for any reason at all. In fact, that is the status of our "exempt" colleagues and supervisors.

Voluntary buyouts provide financial incentives for some employees to leave, generally by providing enhanced severance pay, extended health benefits and a beefed up pension benefit. By law, a buyout cannot be aimed at individual employees, but rather must encompass "classes" of employees. In the past, The Post has typically been fairly specific about those classes on the commercial side, allowing employees in some departments to participate but not those in others, depending on manpower needs. In the newsroom, the company has historically allowed all employees who meet the basic age and years-of-service requirement to participate. We don't know yet how The Post will seek to organize this year's buyout, and whether all or only some departments will be eligible.

Also unknown at this point is how old or how many years of service you will have to have to qualify, and whether part-timers will be able to participate (historically they have not been eligible). Under the terms of our labor contract, management must first present its proposal to the Guild for a ten-day period of bargaining. The company has notified the Guild that it will have its plan ready for discussion soon, probably some time this week. The Guild will constitute a bargaining committee and will keep employees informed about the process.

In general, the Guild's goal in bargaining is to maximize the number of employees who would be eligible for the buyout, and to enhance the benefits.

Job security is just one of many reasons why we should all be grateful that this is a newspaper with a union. If you are not a member, you are undermining these crucial protections. For more information, contact any of the officers or representatives below:

The Guild Is Working for You! Are You Doing Your Part?

Help Build the Guild. Join Today.

To join the Guild or for further information, please contact any of the following members:

Darlene Meyer	334-7007	JoAnn Goslin	334-7217
Rick Weiss	334-5514	Stephen Richardson	334-7730
Ann Marie Ditchey	334-5744	Sandi Randall	334-6938
Andreia Douglas	334-6353	David Robie	334-4313
Robert Pierre	334-5607	Craig Hall	202-306-6507
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