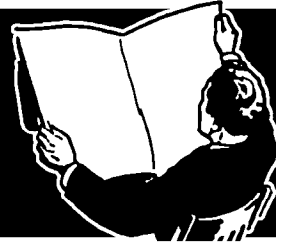


WASHINGTON - BALTIMORE NEWSPAPER ★ GUILD

TNG-CWA LOCAL 32035 ★ SUN UNIT: www.wbng.org/sun



June 24, 2008

Dear Colleagues,

It's hard to imagine a more dreary time at *The Sun*. These past weeks have been difficult to stomach – rumors have been swirling about when buyouts and layoffs could be announced and how many of us might have to leave.

Nothing has been announced yet, but we are hopeful that management will be able to come to us with some news by the end of the week. Rest assured that your Guild leaders are working to protect your rights and ensure that these next few weeks pass as smoothly as possible.

For those of you who couldn't make the membership meeting last week, and for those who could but were too heartsick to keep good notes, we wanted to review some of the important information that is included in our contract. The contract spells out exactly what will happen in the case of layoffs.

Please note, "Classification" in the context of the contract is the same as job title, i.e. reporter, sports reporter, designer, graphic artist, librarian, etc.

Article 8, section 2(c) spells out the timeline for layoffs. Here's what it says: "At least 4 weeks in advance of the effective date of such layoffs, the Publisher shall notify the Guild and the employee so that, if requested by the Guild, there may be consultations between the Publisher and a committee designated by the Guild ... for the purpose of discussing such layoffs and of considering possible means by which the hardship of such layoffs may be alleviated. The Publisher agrees to meet with the Guild committee within 7 days after the request for such a meeting. Such notice shall specify the job classification and number of employees whose layoff is contemplated."

Article 8, section 2(d) states that "If during the four-week prior notice period provided ... one or more other

employees in the same job classification should voluntarily resign, then the number of employees to be laid off shall be reduced to the extent of such resignations."

Article 8, section 2(f) describes "bumping rights," which basically means that if you receive a layoff notice you can "bump" back to a prior job classification in order to avoid the layoff. Let's say you worked as a reporter for 5 years and became a sports reporter two years ago. You could "bump" back to reporter in order to avoid being laid off. This is just an example and if you have questions about your "bumping rights," please see Tanika or me.

Article 8, section 2(g) talks about recall, or the means by which you could be rehired. "Laid off employees shall be placed on a recall list for up to two years. Such employees shall remain on a recall list until they are recalled, or decline an offer of recall, or fail to make timely response to an offer of recall. Upon occurrence of a vacancy, the Publisher, before filling that vacancy with a new employee, shall send a notice thereof by certified mail to the last known address of all persons on the recall list who have worked in that classification in which the vacancy occurs."

Article 8, section 5 talks about severance pay. You can find out exactly how much you will be paid should you be laid off.

We know this is a very nervous time for lots of you, so please don't hesitate to come to us with your questions and concerns. Here are our cellphone numbers, please use them!
Lynn: 443-527-4818;
Tanika: 410-926-6330.

And remember: We are in this together!

Sincerely,
Lynn Anderson
Tanika White
Unit Co-Chairs/Newsroom

