



TURNING THE PAGE

We realize these past two months have been difficult, but we need everyone to stay involved and active in the Guild, as we look to keep strong what others have built for us through the decades. We've lost several of our newsroom leaders in the past few weeks, underscoring the need for all of us Guild members to pick up where they left off.

BELOW ARE THE NEW OFFICERS:

Unit chair: Angie Kuhl

Building vice chair: Curtis Hale

Commercial vice chair: Jim Jackson

Editorial vice chair: Brent Jones

Suburban vice chair: Larry Carson

News chief mobilizer: Gus Sentementes

Commercial chief mobilizer: David Wright

Again, we'd like to thank Tanika White and Lynn Anderson for their service.

For those in the newsroom with questions, concerns or a desire to take a more active role in the Guild, please feel free to contact Brent Jones (ext. 6624 or cell phone 443-370-9572), Gus Sentementes (ext. 6491 or cell phone 410-979-2414) or Connie Knox (6686). In general, feel free to call Angie Kuhl at extension 6844 or at home (410) 661-9213 or Cet Parks our Administrative Officer in DC at 202-785-3650, ext. 12.

HEALTH AND SAFETY AT THE SUN

We met with Sun management last week, primarily to discuss a safety and welfare issue. Several of our workers on the third floor have developed lower leg problems recently, and we asked the Sun to provide an ergonomic expert to help them --- and anyone for that matter --- how to position themselves at their desks to work more comfortably.

The Sun basically told us that they contract an outsider twice a year, and that it expects the ergonomic expert to show up some time in the coming weeks. We pressed the Sun to give its workers adequate notice of when the contractor will be here, and the Guild expects a more firm date in the near future. If anyone is having back, neck or leg troubles related to your workstations, please contact your Guild leaders so

we can pass word on to human resources. Or you can contact human resources directly and ask to speak to your human resources business partner.

GOOD NEWS ON COMMISSION SALES LEAVE POLICY

In other good news: The Guild and Sun formally signed off on new guidelines covering pay for commission sales reps while on a leave of absence.

The parties have been operating under the terms of the plan for the past several weeks and just needed to arrange a time to put signatures to paper.

The policy applies to all commission ad sales staff with the exception of those assigned to sell recruitment advertising and Tribune Media Net accounts. (Their commission structure is different from the rest of the commission sales force, so their leave policy is also different.)

Under the agreed-upon policy, the rep will be paid on a monthly basis the greater of actual commissions calculated on net revenue or commission on net revenue from the book of business at 100% of goal. Simplifying that the salesperson on leave will be paid as if their book hit their goal and will be paid the full amount for the month or the actual amount their book brings in, whichever is greater. Based on how many days they work during the period of the leave, this pay scheme will last for three or four months. The plan also factors in ads booked into the billing system into the future that will be counted if the leave extends beyond three or four months.

The plan has other details and nuances that are very specific to each representative's book of business and the duration of leave of absence, so if you are contemplating a leave, please seek out your Guild steward or an officer, and review the policy with them.

Again, don't be shy about getting involved. One way to do that is to go to www.freechoiceact.org/page/s/cwaet and sign the CWA petition for the Free Choice Act --- an issue being advanced by all unions.

Angie Kuhl- Unit chair

Brant Jones- Editorial vice chair