



July 13, 2010

Payroll Changes

To clear up any potential confusion regarding the payroll dates change, Guild leaders met with Sun management last week. In short, employees will receive the final paycheck of the current rotation on August 20, then get another check the following week (Aug. 27). That check will cover one work week from (Aug. 15 to Aug. 21), and the next pay day will be two weeks later on Sept. 10. Paychecks will continue to come every other week after that.

The Sun says the Aug. 27 check is an "extra" pay and, for that reason, certain deductions, those calculated on a 26-pay cycle, will not be made. *For instance, no money will be taken out for such things as health insurance, Guild dues and parking.*

Things will be a little different for commission sales reps. On Aug. 6, they will get an advance on their commission (like now). On Aug. 20, they will get the balance based on their sales. Then on Aug. 27, they will get half the advance they would normally get on Sept. 3. Then on Sept. 10, they will get the second half of their advance. Then on Sept. 24, they would get the balance based on their sales.

Labor Relations Director Ann Barnes said the change is being made to bring all Tribune properties onto the same pay cycle, a move Tribune expects will be more effective and efficient for the overall company.

If you have questions about your particular situation, call your Guild leaders or the Sun's payroll manager Donna Schultheis at 6730 or Rachel Wiederhold, senior human resources manager at 6462.

Pay for Performance

On to the bad news. Unfortunately, the arbitrator ruled in favor of The Sun in that the company did not violate the contract with its dispersion of pay for performance funds -- this after multiple days of hearing and a months long process. The Guild had argued the company miscalculated the

amount of money put into the pay-for-performance pool and did not give out all the money from the pool in annual PFP raises.

One bright note. This year's contractual raises as well as the PFP raises went into effect June 21 and should be evident in the July 9 paycheck.

We're preparing for arbitration over the parking garage rate hikes and the unseemly 47 percent increase in fees. An arbitrator is scheduled to hear the case next month.

Opportunity at UMD

Philip Merrill College of Journalism is launching a Graduate Certificate in Multimedia Journalism this fall, aimed at giving working journalists, educators and communication professionals in the Washington and Baltimore areas the skills they need to compete in today's fast-changing media markets.

The Saturday-only, two-semester certificate program at the University of Maryland will include classes in Multimedia Journalism, Online Journalism, Mobile Journalism, and New Media Entrepreneurship. The 12-credit program blends practical training in video, audio, photography, blogging, and interactive Web publishing with the critical application of editorial, ethical and legal principles in digital media contexts. Students will gain a thorough understanding of digital communication and entrepreneurship, including the fundamentals of Web publishing, social networking and online community building.

For details on admissions, tuition, courses, go to <http://www.summer.umd.edu/index.php?slab=journalismor> or contact Assistant Dean Steve Crane at scrane@jmail.umd.edu.

Brent Jones,

Vice Unit Chair for Editorial