

**INCLUSION OF SELECTED GUILD-REPRESENTED EMPLOYEES
IN A VOLUNTARY SEPARATION PROGRAM
NOVEMBER 2005**

Brief Summary - Revised

- Eligible Guild-represented employees appear on the attached lists. A cap has been placed on the number of applications that will be accepted for each job classification covered under this program.
- Incentive benefits:
 - One week of severance pay for every completed six months of service, with a minimum severance payment of four weeks of pay and a maximum of 52 weeks of pay.
 - Severance will be paid as "salary continuation" (that is, paid out in biweekly payments with medical, dental, and vision insurance coverage, life insurance and 401k plan participation continuing as if each employee were an active employee for the duration of the individual's biweekly severance payments). Benefits continuation will be for the duration of the severance pay, with a minimum of six months of benefits continuation (even if the severance payments end earlier).
- The window to apply for the voluntary separation program opens at 9:00a.m. on Tuesday, November 15, 2005 and closes at 5:00p.m. on Monday, November 28, 2005.
- An employee's decision to accept the voluntary separation program is irrevocable; however, employees shall have a 24-hour period after submitting a signed application within which to withdraw their application.
- Each separating employee's last day of work will be determined by the Publisher, taking into consideration the employee's request, if any, but in no event shall be later than January 13, 2006.
- In order to receive the incentive benefits offered, employees must sign and not rescind the Waiver and Release Agreement.

Within each group of eligible employees, if more applications are received than the designated cap, selection of employees within that cap will be made in seniority order. At the Publisher's discretion, the cap may be increased and the employees accepted beyond the designated cap, if any, will be at the Publisher's discretion.

Employees who are not eligible for the voluntary separation program may communicate their interest in being considered either to their supervisor or directly to Human Resources. Which of these applicants, if any, will be accepted into the program will be at the Publisher's discretion.

Eligible List - Guild Jurisdiction

Department	Sub-department	Job Title	Cap
News		Reporters with at least 45 years of service	2
News	Sports	Sports Reporters with at least 20 years of service	2
News	Sports	Make-Up Person	1
News		Rewrite Persons	1
News	News - Copy Desk	Copy Editors & Slot Persons with at least 35 years of service	2
Ad Ops	Ad Ops	Make-Up Clerk & Print Adv. Make-up Person	2
		Advertising Service Clerks	1
Building	Facilities	Carpenter, Facilities Craft	1
Prod Sys Supt		Asst. Chief Building Mechanic & Building Mechanic	1

Eligible List - Guild Jurisdiction

Department	Sub-department	Job Title	Cap
		Librarian II	4
News	News Photography	Photo Technician	2
		News Photographer with at least 18 years of service	1
		Picture Editor with at least 40 years of service	1
News		Editorial Assistants	6
News	Adm/Communications Rm	Chief Of Wire Room	1
		Communications Clerk	1
News	News - Metro	Copy Person	1
		Head Copy Person	1
News	News Design	Design Editors with at least 25 years of service	2
News	News - Metro	Part-time Columnist	1

