

Guild Contract: What's At Stake

	COMPANY 2000	COMPANY CURRENT	NLRB ORDERED
Pay raise	3% increase for 2000 3% increase for 2001 3% increase for 2002 (3-year contract)	0% for 2000 3% increase for 2001 0% for 2002 6% for 2003 Thereafter unilaterally set by company at same rate as same non-union employees, but not less than 1.5%. (6-year contract) \$1.2 million less than required by NLRB ruling	3% increase for 2000 3% increase for 2001 0% increase for 2002 3% increase for 2003 Me-too clause to be restored
Retro	Contract to be fully retroactive.	No retro for employees who left company. Company is only willing to pay 40% of back pay owed to current employees. This missing amount is three times the amount of the bonus paid by company in February.	Company must pay all employees for back wages owed.
Pre-Publishing Wages	Raises the pay of operators to \$767, but reduces scale of newly-hired specialists down from \$849 • Company allowed to change schedules & duties without union recourse to grievance procedure.	Raise 7 operators to specialist level. Upgraded employees to progress through steps to top of \$858.15 (Current rate before wage increases.)	NA
Reporter 2-year intern wages	No change in contract.	Additional \$25 per week in second year pf employment.	NA

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Health Insurance	3 health plan choices: United HMO, United, CIGNA POS, plus Merck-Medco prescription plan.	4 health plan choices: United HMO, United, Luminous, CIGNA POS, plus Merck-Medco prescription plan. No back pay	Restore equivalent of Blue Cross and old United health plans. Company must make employees whole for increased costs
Premium Co-pays	Rate cap: employee pays 15 % of current premium.	Rate cap: employee pays 15 % of current premium. No back pay	Employee co-pay capped at 15% of prior year's premium Company must make employees whole for increased costs
Dental	MetLife dental plan	MetLife dental plan No back pay	Delta Dental Company must make employees whole for increased costs

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Pension	<p>Providence Journal Co. plan</p> <ul style="list-style-type: none"> • Generally pays lower benefits than Belo plan. (Example, age 58 worker earning \$47,000 now, would get \$30,563 yearly at age 65 retirement, \$8,694 more than Journal benefit of \$21,869. • Calculates benefit just on base pay. • Higher early retirement offsets. <p>Bargaining reopener in 2002 for pensions.</p>	<p>Effective 2004, Belo Corp. plan for current employees.</p> <p>No pension for new hires.</p> <p>Belo plan:</p> <ul style="list-style-type: none"> • Generally pays higher benefits. • More liberal early retirement • Included overtime, commissions, which can increase the benefit by 3 to 7 % <p>Company can change pension at any time.</p>	NA
401k retirement	<p>Journal -Guild (current) plan</p> <ul style="list-style-type: none"> • Company automatically contributes \$2.10 per shift, up to \$10.50, per week. • Company contributes \$3 a week if worker puts in between 2 and 15 % of pay. <p>Bargaining reopener in 2003 for 401k</p>	<p>In 2004, current employees have option of Belo "Star" plan or Belo 401k. New hires go into Star plan.</p> <p><u>Belo 401k plan:</u></p> <ul style="list-style-type: none"> • Belo matching contribution: 55 percent of employee contribution, up to 6% of salary, paid in Belo stock. <p><u>Star 401k Plan:</u></p> <ul style="list-style-type: none"> • Belo automatic contribution: 2%. • Belo matching contribution: 75 percent of employee contribution, up to 6% of salary. 	NA

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Holiday	Drops one of two personal holidays, for new total of 10 paid holidays.	Drops one of two personal holidays, for new total of 10 paid holidays. No Back Pay	11 paid holidays Employees to be made whole for lost holidays.
Vacation	Increases the waiting period for a 3 rd week of vacation from three to five years.	Increases the waiting period for a 3 rd week of vacation from three to five years. No Back Pay	Third week in third year. Employees to be made whole for lost vacation.
Advertising	No voice for employees in incentive plans.	No voice for employees in incentive plans.	NA
Life insurance	Increases benefit to two times base salary for employees with 22.5 hours or more.	Increases benefit to two times base salary for employees with 22.5 hours or more, with a minimum of \$30,000.	NA
Irregular Extras	No change in contract	IEs with 1,000 hours of service to have priority in scheduling.	NA
Features Dept	NA	Upgrade Features Dept. copy editors to make-up copy editor rate. Eliminate make-up copy editor title for future hires.	Restore makeup work and make employees whole for lost wages.

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Parking	<p>“Free parking” or mass transit bus passes. But the program would be outside the contract. “May be changed or eliminated” by the company. Only available to employees working 22.5 hours or more.</p> <ul style="list-style-type: none"> • Company also would eliminate current contract language, which provides for subsidized parking. • \$10,000 lump sum settlement in settlement of parking arbitration award. 	<p>Written into contract.</p> <ul style="list-style-type: none"> • Free parking for 150 employees working 22.5 hours or more. Also for Ad sales, state staff and photographers and people who currently have company parking. • Bus passes for 35 employees working 22.5 hours or more • No parking for part-timers under 22.5 hours. • \$20,000 lump sum settlement to be distributed among part-timers. • No reimbursement of parking fees collected since 2000 	<p>Restore parking benefits to part-time employees.</p> <p>Guild is seeking to extend this ruling to full-time employees in NLRB appeal</p> <p>Arbitrator has ordered Company to make part-timers whole for loss of parking in Parkade garage.</p>
Car allowance and mileage	<p>No change in car allowance. Overages in regular car allowances revised to 22-cents a mile up to 29-cents, depending on gas prices.</p>	<p>Car allowance increased from \$43.50 to \$45 a week. Overages in regular car allowances revised to a minimum of 22-cents a mile up to IRS maximum, depending on gas prices.</p>	NA
Dues, union shop, arbitration	NA	<p>Dues, union shop, arbitration to remain in effect after contract expiration. Employees owing back dues to repay Guild at rate of \$50 per week. No payments from people who left the company.</p>	<p>Arbitrator has ordered ProJo to pay \$200,000 in uncollected dues from Feb 2000 through August 2002 with interest.</p>

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Unfair Labor Practice charges & grievances	Requires Guild to agree to drop pending unfair labor practices charges and grievances.	Negotiated settlements to Unfair Labor Practice charges and grievances.	Company required to comply with NLRB ruling.
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