

THE GUILD LEADER

Friday, Sept. 20, 2013

Buyouts Offered, Layoffs Possible

The Providence Journal Co. told the Guild today it will be offering buyouts next week in an effort to cut “more than 30” positions and that it may resort to layoffs if it doesn’t hit its target.

The company wouldn’t give a specific number, say how many union or non-union jobs are being sought or in what departments. The only insight we were offered was that this round would probably hit editorial harder than advertising.

Like last year, the offer is 1.25 week’s pay (off your current base pay) for each year of continuous employment, with the payout amount capped at ten weeks pay. The deadline for applying for a buyout is Oct. 7. Any bought-out employee’s last day would be Oct. 12.

Since we were about to start negotiations on a new contract, the Guild suggested discussing money-saving alternatives to layoffs, but the company rejected that request.

The process is this: The buyouts will be offered starting Monday and all requests need to be in by Oct.7. If you want to apply, contact human resources in writing or by email at tmcdonou@providencejournal.com by then.

If you apply PLEASE notify the Guild either by email at pngl@verizon.net or by calling 421-9466. We’ll keep it confidential, but we need to know who is applying to try to figure out where the endangered jobs may be.

Buyouts will be given by seniority and the company is reserving the right limit participation. A participating employee will be required to sign a release agreement to get the buyout.

We’ve included the company’s announcement is on the reverse side..

2013 VOLUNTARY SEVERANCE OFFER

The parameters for this Voluntary Severance Offer (VSO) are as follows:

On September 23, the Company shall offer a VSO to Guild represented employees in the News and Advertising bargaining units and to non union employees.

Employees interested in the VSO shall notify the Company in writing or by e-mail (tmcdonou@providencejournal.com) of their interest in accepting the Voluntary Severance offer. Employees must submit their interest to the Human Resources Department no later than the close of business on Monday, October 7.

Final selections will be based on overall seniority within the Guild bargaining units and for non union employees, overall Company seniority. The Company shall review all employee requests on October 7 to determine if these employees will not be replaced, an eligibility criteria to participate in the VSO. The Company reserves the right to limit VSO participation.

Employees who accept this Offer and who sign the separation and release agreement will receive a lump sum severance payment of one and one-quarter (1.25) weeks of current base pay for each year of continuous employment with the Company, subject to a 10-week maximum. Partial years of service will be used for purposes of calculating the severance payment. The severance benefits are provided under the A. H. Belo Severance Plan. The severance payment will be made once the separation and release agreement has been signed and the revocation period has expired.

Employees who are selected for the voluntary severance will work through week ending October 12.

The Company will reserve the right to involuntarily terminate employees if enough employees do not subscribe to the 2013 Voluntary Severance Plan.