

GUILD LEADER

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Journal Offers Buyouts To Cut Up To 54 Guild Positions

The Journal is offering voluntary buyouts to about 260 Guild-covered workers as part of a corporate-wide reduction in force announced today by the A.H. Belo Company.

The Journal buyout program targets 20 job titles that the company has determined it are overstaffed. The company is seeking to cut up to 54 workers by September 12.

The buyout program provides 1.5 weeks pay for the first 15 consecutive years of service and 2.5 weeks pay for each year of service over 15. The maximum severance payout is 40 weeks. In addition employees taking the buyout will be given a payment to cover six months of medical insurance.

Employees who work 22.5 or more hours per week will be eligible for the buyouts. Employees who work less than 22.5 hours a week or whose job title is not among the positions the company has labeled as overstaffed are not eligible. Positions **excluded** from the buyouts include: Pre-publishing, credit office, house keeping and most online jobs.

If the program is over subscribed, the senior

employees in each job title will be given the buyout. But if it is undersubscribed, the company will review the situation to determine if additional cuts are needed

The buyouts are part of a wave of staff cuts hitting newspapers across the country. Workforce cuts of 10 to 20 percents have become common announcements in recent months.

Company officials have told the Guild that they do not expect a significant turnaround in ad sales for at least a year. Until now, the Journal has avoided layoffs through attrition and tight staffing levels. But as the economy has faltered, these steps have not been enough.

The structure of the buyouts, and the exclusion of most on-line jobs from staff reductions, highlights the company's desire to maintain and grow its on-line operations, even as the print product is squeezed economically.

"This marks the end of the Journal as we have know it," said Guild President John Hill. "We will still have a quality newspaper, but it will be significantly different from what existed as recently as 10 years ago."

ProJo Buyout Informational Guild Membership Meeting

1 p.m. Wednesday, July 30, 2008

*Providence Newspaper Guild, Providence office
270 Westminster St. 2nd Flr, Providence, RI*

2008 Providence Journal Buyout Summary

Eligibility: All benefited employees (22.5 hours or more) in selected job titles – (About 260 employees).

Cuts sought by company: Up to 54. If over subscribed Guild seniority will be used.

Maximum jobs to be cut, by job title:

3 Advertising Sales Representatives (print & on-line)

1 Assistant Telephone Room Manager

5 Inside telephone Sales

2 Sales Assistants

2 Advertising Promotion Specialists

1 Promotion Assistant

2 Secretaries

1 Publications Clerk

5 Section Editors

4 Copy Editors

5 Columnist/Special Writers

4 Reporters (print & on-line)

2 Artists

2 Photo Editor/Designers

4 Photographers

1 Visual Technician

3 Departmental Assistants

2 Library Assistants

2 State Staff Office Assistants

3 Editorial Assistants

NOT Eligible: Any job title not listed. Unbenefited part-time employees (working less than 22.5 hours per week), most online jobs, Pre-publishing, credit office, housekeeping.

Amount of buyout: 1.5 times weekly base pay for the first 15 years of continuous service, 2.5 times weekly base pay for years of service over 15. (Program caps at 21 years/40 weeks pay)

Medical: Lump sum equal to 6 months of company paid medical, dental & Vision, or if employee has no medical plan \$600

Program Dates: Sign up – Aug. 11 to 20. Last day of work -- Sept. 12. This program is being rolled out at all AH Belo properties on Monday July 28.