

# GUILD LEADER

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Volume XX, Issue 3

Providence Newspaper Guild TNG-CWA Local 31041

February 24, 2009

## 100 jobs to be cut company-wide

# Journal to Lay Off 52 from Guild; 34 from Advertising, 18 from News

The Journal will cut all 26 part-time positions and eight full-time positions in the Advertising Department. The News Department will lose 18 full-time positions. The cuts from Guild ranks will account for about half the layoffs that the Journal will complete by March 6.

About ten of the people targeted for layoff may be able to bump into other jobs, but the overall number of jobs lost will not change. Over the next week, the details of who bumps and how will be worked out on a case-by-case basis. The Guild and the company have made a preliminary review of bumping eligibility. The Guild is in the process of notifying workers who may have bumping rights, along with others who may be bumped.

There is a difference of opinion between the Guild and the company over whether the company can cut the pay of an employee who bumps into a lower-paid job. The contract says there can be no pay cuts unless someone voluntarily moves to a lower paid job. The Journal maintains bumping is voluntary. The Guild maintains it is involuntary.

The Guild and the company expect to resolve this issue in expedited arbitration.

Anyone who believes he or she may be eligible for bumping should contact the Guild at 421-9466. **In addition Guild administrator Tim Schick will meet individually with affected employees in the HR conference room from 4 to 5 p.m. today and again tomorrow (Wednesday) at times to be determined.**

**In the advertising department**, the full-time jobs being cut are:

- 2 Pre-Pub Specialists
- 2 Creative Services Specialists
- 2 Sales Assistants
- 1 Promotion Specialist
- 1 Promotion Assistant

**In the News Department** the jobs being cut are:

- 1 Section Editor
- 2 Copy Editors
- 2 Artists
- 2 Photo Editors
- 2 Visual Technicians
- 2 Photographers
- 2 Editorial Assistants
- 5 State Staff Office Assistants

No reporters are slated for layoff and the preliminary review of bumping eligibility did not show any reporters at risk.

Laid off employees will have two options:

-- The contractually required two weeks pay and placement on a rehire list; OR

-- The company's severance package of 1.25 weeks pay per year of service to a maximum of 10 weeks pay. To accept the severance employees must sign a waiver of rehire rights.

In either case medical insurance will continue until the end of March. After that insurance can be purchased under the federal COBRA law, which now pays for 65 percent of the premiums for nine of the 18 months of eligibility.