

# Guild Update, March 2008

## **T&G to reduce the force**

As everyone knows now, the T&G is looking to reduce the workforce through buyouts.

The Guild received a briefing from HR Director Vic DiNardo Friday, who informed us that a total of 19 positions will be eliminated in the news and outside circulation departments (The figure is a combination of the 2 departments and includes management as well as Guild-represented jobs).

Of the 19, 12 will be a result of not filling vacant positions.

That means that 7 positions will be offered buyouts in the affected departments. (This includes both Guild and management positions.)

Buyouts will be offered to full-time employees who have at least 10 years of service. What the company is proposing is 2 weeks pay for every year of service, plus some medical benefits. There are some other options for additional money or medical benefits.

As more details become available, we will provide them to you. In addition to questions about the buyouts, the Guild has concerns about workload and how remaining employees will be expected to put out the same product with fewer people.

Please e-mail your questions to [png@riguild.org](mailto:png@riguild.org) and we will attempt to obtain answers.

**There will be a meeting of the Guild leadership, which is open to all Guild members on Friday, March 7 at the Guild's Worcester office, Room 301 of the Bay State Bank Building, 32 Franklin St, Worcester.**

## **Subcontracting Severance Case Settled**

An inside circulation employee whose job was eliminated due to subcontracting has been paid over \$3,000 in severance. The grievance was settled as an arbitration was about to begin. As part of the settlement, the Guild and Company agreed that severance pay was dependent on official notice of subcontracting, not just remarks by managers as occurred in this case.

## **Decision pending in Pension Arbitration**

An arbitrator's decision is expected in late April or early May in a grievance over changes the company made to the pension plan in January 2007, which reduced pension benefits for employees hired after January 1, 2007.