

**Times Union Proposals for Newspaper Guild/CWA
Of Albany, The Newspaper Guild/CWA (AFL-CIO, CLC) (June 2008)**

CAPITAL NEWSPAPERS DIVISION – THE HEARST CORPORATION (“Company” or “Times Union”) offers the following proposals to modify the AGREEMENT (the “Agreement”) with NEWSPAPER GUILD/CWA OF ALBANY, THE NEWSPAPER GUILD/CWA (AFL-CIO, CLC) (the “Union”). In making these proposals, the Times Union reserves the right to make any additional proposals and/or to withdraw, modify, or amend any proposal during the course of negotiations. A Times Union proposal, or any withdrawal or modification of a proposal, does not constitute a waiver by the Times Union of any interpretation it places upon the current language of the Agreement or an admission that current language does not mean what is contained in the proposed change. All proposals are made without prejudice and without conceding that the content of any proposal may represent an attempt to obtain rights not currently enjoyed.

1. Discuss changes to the titles listed in Section 1. B. based on Prometheus and additions and/or deletions during the term of the Agreement.
2. Eliminate Section 1. D. (Agreement Non-Application: Temporary & Part-time Employees: Limitation).
3. Modify Section 3. D. to make seniority one factor, but not the sole factor, for determining who is to be laid off for economy. Further modify Section 3. D. to allow layoffs by department, sub-department, job title, classification, and/or job function.
4. Delete the first sentence of Section 4 (Normal Work).
5. Replace Section 6. E. with the following:

“Dismissal pay shall not be required if an employee is discharged for cause, dishonesty or in the case of self provoked discharge for the purpose of collecting dismissal pay.”
6. Delete the following paragraph from Section 8. A.:

“For the calendar year commencing January 1, 1989, and for each calendar year thereafter, each employee who uses no sick time under this section during the entire calendar year shall be paid during the third pay period in the immediately succeeding calendar year, a bonus of one day’s pay.”
7. Increase the employee contribution rate for health and dental insurance in Section 14. B. 1. to 25%.