

July 31, 2008

Mr. Tim O'Brien  
The Newspaper Guild –CWA of Albany  
890 Third Street  
Albany, NY 12206

Dear Tim:

The purpose of this letter is to put into writing the agreement reached between the Albany Times Union (“Company”) and the Newspaper Guild/CWA of Albany (“Guild”) regarding changes to job titles and pay classifications with the implementation of the Prometheus newsroom reorganization. The terms of the agreement are as follows:

1. The parties recognize that some of the changes will include new duties and skills, and the use of new technologies. Thus the company agrees to give due consideration to this in the evaluation of an employee’s performance, particularly during the initial implementation of this new production workflow. Employees will be expected to carry out any new duties with a reasonable degree of competence. The Company will provide employees with the necessary training and equipment to perform these duties. Training will occur on a regular basis.
2. Assistant Photo Editor and Deputy Design Editor will remain as Guild-covered positions.
3. Pursuant to Section 19, the roles listed below will be classified in the following manner:
  - Content Editor – A
  - Page Designer – A
  - Page Designer Artist – B
  - Photographer – C
  - Reporter – C
  - Researcher – C
  - News & Information Services Coordinator – D
  - News & Information Services Associate – G

4. The following Exempt titles will be eliminated:
  - Deputy Managing Editor
  - Executive Features Editor
  - Deputy City Editor
  - State Editor
  - Entertainment Editor
  - Bureau Chief
  - Regional Editor
  
5. The following is a list of new Exempt titles:
  - Team Leader (8)
  - Systems Editor
  - Senior Editor, News & Information Services Desk
  
6. The following existing Exempt titles will be changed:
  - Executive Sports Editor to Senior Editor/Sports
  - Business Editor to Senior Editor/Business
  - Photo Editor to Director of Photography
  - Editorial Design Director to Director of Editorial Design
  - City Editor to Senior Editor/Local News
  - Senior Editor/Projects to Senior Editor/Investigations
  - Senior Editor/Production to Senior Editor/Operations
  
7. The National Editor, Paul Gibbons, will retain his current position. The parties acknowledge that this position shall remain Exempt only for as long as it is occupied by Gibbons.

All other provisions of the bargaining agreement, unless otherwise stipulated here, shall continue to apply. This agreement shall be without precedent for either party.

Please countersign this letter in the space below to indicate the Guild's agreement with the terms of this letter.

Sincerely,

George R. Hearst, III  
Vice President, Associate Publisher  
and General Manager

Agreed:

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Timothy P. O'Brien on behalf of the Newspaper Guild/CWA of Albany