



STAR BULLETIN

CEP LOCAL 87-M, SONG

March 8, 2013

VSP plan in place

*Individual offers
to be sent Monday
to those on layoff lists*

Lower offer terms
for those
not facing layoff

After a week of very difficult discussions, your union has agreed to terms of a voluntary separation program (VSP) with the company this afternoon.

Here's the basics:

- For those facing layoff, the same as in previous rounds: three week's pay for every year served, up to a maximum of 85 weeks of salary payout.
- For those facing layoff plus contracting out of work in their categories, and aged 55+, those special pension credits are included.
- For everyone else, the VSP offers three weeks pay per year served, up to a maximum of 78 weeks. This is lower than in previous years.
- VSP volunteers not facing personal layoff but in the same category of those facing layoff, will reduce the layoff list in those categories by one. VSP volunteers in other categories will not reduce layoffs.
- The other standard elements from previous VSP deals are in place – the option of salary continuance and/or lump sum payments, etc.

Your union's priority this week was to ensure the best possible terms for those who are on the layoff lists. We achieved that.

Full details and packages for those on the layoff lists will be put together by the company over the weekend and delivered Monday. Those wanting to volunteer for a VSP will also be able to begin asking the company to run your financial numbers.

We have also agreed to a 30-day countdown, beginning April 1, on building a Guild alternative to the planned contracting out of the Page Desk. Our volunteers will be booked off with an office and all needed resources by then – enough time to build the best alternative possible. This is exactly what we did the last time to save most of the editing and layout jobs in the newsroom.

There will be much more to absorb and share, but we were anxious to get at least this much detail out to you before the weekend and spring break fully begins. More, much more, in the days and weeks to come.

— *Stuart Laidlaw, Star unit chair, and your Guild stewards and bargaining committee*