

# Media Matters

**iape**  
tng/cwa local 1096

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The Newspaper Guild/CWA Local 1096

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## Yount: IAPE Enduring Difficult Times

*IAPE President, Steve Yount presented the following report during the May 15, 2009 meeting of the Local 1096 Board of Directors.*

Although it is true that things at Dow Jones are better than at any other newspaper company in the country, and that IAPE is in better shape than most other newspaper-based unions, we have been suffering through some difficult times.

There have been roughly 125 layoffs among IAPE-represented employees of Dow Jones so far this year. Those cuts, along with the others we have seen over the past few years, have been frustrating and

disheartening.

We have challenged job cuts that appear to be violations of the contract, and will continue to do so. We have made sure that every member with a question or concern has a place to turn, and an advocate to represent them, taking cases, where necessary, to arbitration, and, again, we will continue to do so.

We are making a concerted effort to keep IAPE finances in line, reach out to the membership and build a Union that truly belongs to the members.

In all of this, IAPE owes a debt of gratitude to the scores

of volunteers who have stepped forward to defend their rights and those of their co-workers and to the continuing, and invaluable, hard work of Union Organizer, Tim Martell.

We will need even more from the membership, the leadership and the paid staff as we prepare for the next challenge: contract bargaining with Dow Jones.

The current IAPE-Dow Jones main contract expires January 31, 2010 and we expect the next round of talks with Dow Jones to be difficult, not impossible, but difficult.

The newspaper industry is suffering through one of its most difficult periods in history with

thousands of jobs being lost and scores of companies facing economic ruin. We expect Dow Jones to point to the woes of the industry as it presses IAPE for concessions, even as the newly named Chief Operating Officer at Dow Jones & Company parent, News Corporation, signs a contract that could pay him more than \$40 million in the next year.

Right now, it is impossible to predict what the specific proposals will be made, but, as always, IAPE will be responsible and reasonable. More importantly, we will do everything we can to represent the best interests of the

membership.

We have begun assembling the bargaining committee, drawing initially from the Executive Council to ensure as wide a membership representation as possible. I will be visiting locations across the company in the next couple of months to explain the process, seek input on bargaining issues, recruit activists make sure that everyone understands the stake they have in the bargaining.

In the meantime, we need to hear from you. We need your suggestions, and your leadership. IAPE is Your Union, and your involvement is critical.

## Grievances Result In Settlements, Arbitrations

IAPE and Dow Jones have agreed to settle a dozen grievances on topics ranging from the 2008 elimination of the South Brunswick Copy Desk to refusal to pay premium

pay for work assigned and performed on scheduled days off.

Under the terms of the agreement, most laid off Copy Editors will receive an

additional retraining allowance. Some of our premium pay grievants will receive full payment for their weekend work, while others will receive a negotiated percentage of their original claim, but IAPE has not backed away from our original contention that our contract contains no cap on premium pay.

The IAPE Grievance Committee made clear that IAPE was ready to proceed to arbitration to determine the merits of the Copy Desk and premium pay grievances. However, the settlement means the Union will withdraw these grievances without the need for litigation and arbitration.

South Brunswick Circulation business department.

And all this activity comes on the heels of an arbitration loss for IAPE earlier this year, when an arbitrator upheld the 2008 discharge of a Harborside-based Copy Reader.

## Seniority Concerns

In the wake of the latest layoffs at Dow Jones there have been a number of concerns expressed about seniority. Under the terms of our contract, seniority is determined by an employee's Dow Jones hire date in relation to colleagues with the same job title, in the same department, at the same Company work location.

Being the only employee in a job title in a department at a location leaves an employee in a seniority pool of one. IAPE has tried to change

these rules in past contract bargaining, and likely will attempt to do so again in the next round of talks, but in the meantime, title-department-location remains the defining rule.

Before an employee accepts any promotion, transfer or relocation, IAPE advises that he or she be aware of how any move will impact seniority, and that concerns should be raised with both your union and your manager.

Over the past two years, IAPE and Dow Jones have discussed premium pay grievances filed on behalf of several IAPE members when the Union alleged that the Company violated the contract in one of two ways: failing to pay more than seven hours' worth of premium pay to overtime exempt employees, and failing to pay premium pay to employees working from home.

Not all disputes between IAPE and Dow Jones end in settlements: IAPE and Dow Jones will proceed to arbitration later this month to argue a grievance filed on behalf of an IAPE-represented Technical Architect laid off outside of seniority order in 2008.

In May, the Union and the Company concluded arbitration hearings over a discrimination and fair pay grievance in a

"IAPE will continue to do all that is needed to defend your rights under the contract," says IAPE president and grievance committee member, Steve Yount. "If your workplace rights have been violated, or if you have witnessed a violation of the rights of any of your co-workers, reach out to any of the members of the Grievance Committee: committee chair Rob Johnson, Bob Kozma myself or Tim Martell."

# News Corp Nets \$2.7 Billion In 3Q Income

News Corporation reported in May third quarter net income of \$2.7 billion (\$1.04 per share) compared with net income of \$2.7 billion (\$0.91 per share) reported in the third quarter a year ago. During this third quarter, the Company recorded a net gain of \$1.2 billion on the partial sale of its ownership stake in NDS Group plc and a non-cash tax benefit of \$1.2 billion from the resolution of various tax matters. The prior year's third quarter net income included a \$1.7 billion tax-free gain on the asset and stock exchange with Liberty Media Corporation. Operating income for the third fiscal quarter ended March 31, 2009 was \$755 million, compared with \$1.4 billion reported a year ago.

Chairman and Chief Executive Officer Rupert Murdoch said: "Our third quarter results directly reflect the continuing weakness of the global economic climate. Despite this tough environment, we have proven resilient in several key areas this quarter. Our Cable Network Programming segment showed remarkable growth, led by the FOX News Channel which nearly doubled its operating income over the year ago quarter. Filmed Entertainment saw an earnings increase in the same period and I am encouraged by our upcoming slate of movies this summer.

"We improved our already solid cash position adding another \$2.4 billion to our cash balances during the third

quarter, which includes cash received from the completion of the NDS transaction. We continued to make necessary operational adjustments to ensure our businesses are performing at optimum levels. We are working daily to increase market share and strengthen our core businesses, even in this very challenging environment."

Third quarter consolidated operating income of \$755 million declined 47% compared with operating income of \$1.4 billion reported a year ago. This result reflects double-digit growth at the Cable Network Programming segment, as well as increases at the Filmed Entertainment and Magazines and Inserts segments. These

increases were more than offset by significantly reduced contributions at the Company's remaining operating segments.

The Newspapers and Information Services segment reported third quarter operating income of \$7 million, down \$209 million from the \$216 million reported in the same period a year ago, primarily due to lower advertising revenues, the strengthening of the U.S. dollar against the British pound sterling and Australian dollar and restructuring charges totaling \$23 million.

The U.K. newspaper group's third quarter profit contributions declined significantly as compared to the year ago quarter in local currency terms primarily due to 21% lower advertising revenues, as well as higher marketing and production costs. Circulation revenues increased at all four mastheads during the quarter

due to cover price increases.

The Australian newspaper group reported 42% lower third quarter operating income in local currency terms versus the prior year third quarter, primarily due to a 16% decline in advertising revenue reflecting lower display and classified advertising, especially in the employment and real estate sectors, and higher pension related expenses. Circulation revenues were in line with the year ago period.

Dow Jones & Company's third quarter operating results declined from the same period a year ago, reflecting lower advertising revenue at *The Wall Street Journal* and lower information services revenue that more than offset reduced operating expenses. Circulation revenues increased during the quarter, primarily due to price increases at *The Wall Street Journal*.

## IAPE Advice On Warnings

At Dow Jones, the warning letter is a common creature, usually delivered by your manager during a disciplinary meeting. All IAPE-represented employees have the right to have a union representative present in any disciplinary meeting, or in any session where "disciplinary action may be discussed" with management.

You should always request Union representation for such meetings by either contacting your local Union Representative or calling the IAPE office at 609-275-6020.

According to your IAPE-

negotiated contract, you must be provided with an additional copy of their warning to be forwarded to IAPE, if you choose. It is important that you respond to the company's warning with a WRITTEN response, which IAPE can help you prepare.

A WRITTEN response is your only chance to have your side of the story included in your personnel file. In the eyes of an arbitrator (in the event that a disciplinary dispute goes that far), a rebuttal letter has equal weight to a warning letter.

During your meeting with the

company, don't allow yourself to become excited, angry or hostile. Do not engage in a debate or argument with management over the contents of a warning letter. While you might disagree with the assertions outlined in the warning letter, make your response in writing.

You have written and enforceable rights in the contract. As soon as you are notified of a disciplinary meeting, call the IAPE office at 609-275-6020.

getting a



**WARNING**

from your boss?

contact **your union** for help.

**www.iape1096.org**

## Big Payday For The Boss

The newly appointed COO and News Corp president Chase Carey is looking at a big payday. According to the latest SEC filings, Carey could earn as much as \$43.1 million in his first year, in salary and bonuses.

As reported by PaidContent.org, "At some media companies, it is business as usual when it comes to exec salaries: At News Corp (NYSE: NWS), newly appointed COO and president Chase Carey could earn as much as \$43.1 million in his first year, in salary and bonuses. His five year contract includes a base annual salary of \$8.1 million and a \$10 million signing bonus.

"Besides cash, he is also eligible for an annual bonus and restricted stock units ranging from zero to \$25 million, depending on News Corp's profits. He will also be eligible for other grants of stock, stock options and other equity. This

is a huge jump for Carey, from his previous position as CEO of DirecTV, where his base salary was \$2.3 million, and he reportedly earned a bonus last year of \$3.5 million. In addition, if Carey is fired in the next 12 months, he will receive a severance amount of \$10 million.

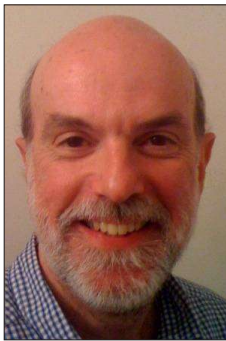
"This is roughly equivalent to what Carey's predecessor in the position, Peter Chernin got.

"Chernin has officially vacated his position, but will still be involved with News Corp via his first-look deal for his new move and TV production company. Besides some more payments on his stock in news Corp, Chernin will also have the right to the 'use of a corporate jet, a corporate car, screening room and personal secretarial services,' a separate SEC filing disclosed."

## Have You Met Your IAPE Director?



Steve Yount  
President  
South Brunswick



Bob Kozma  
Vice President  
New York



Erin Rodgers  
Interim Treasurer  
South Brunswick



Robert Johnson  
Secretary  
New York



Bonnie Peterson  
Location Director  
Boston



Andy Georgiades  
Location Director  
Toronto



Ann Zimmerman  
Location Director  
Dallas



John Stoll  
Location Director  
Detroit



Joe Checkler  
Location Director  
New York



John Emshwiller  
Location Director  
Los Angeles



Reed Albergotti  
Location Director  
New York



Tiernan Ray  
Location Director  
New York



Christopher Kunz  
Location Director  
South Brunswick



Barb Sary  
Location Director  
South Brunswick



Shesh Vasudevarao  
Location Director  
South Brunswick



Jim Carlton  
Location Director  
San Francisco



Rebecca Smith  
Location Director  
San Francisco



Gary Fields  
Location Director  
Washington



Siobhan Hughes  
Location Director  
Washington



Darcie Hall  
Admin. Director  
South Brunswick



Alex Frangos  
News Director  
New York



Roger Pacheco  
Production Director  
Bowling Green



Patricia Corley  
IT Director  
South Brunswick

### Not Pictured

Amy Merrick  
Location Director  
Chicago

Stephen Nakrosis  
Location Director  
New York

Jennifer Blumberg  
Advertising Director  
San Francisco

## IAPE Remains On Solid Financial Ground

IAPE ended the 2008 Fiscal Year on September 30, 2008 with a reserve of \$755,389, an increase of \$154,334 from the end of Fiscal Year 2007. Nine months into Fiscal Year 2009 (06/30/09), IAPE financial reserves totaled \$832,780.25.

On April 30, 2009 IAPE Reserves were as follows:

Treasury Notes	\$310,330.20
PNC Bank Money Market	\$203,835.49
Wachovia Small Business Sweep Account	\$198,249.54
Wachovia Checking	\$3,439.79
PNC Bank CD	\$98,952.43
Open End Mutual Funds	\$21,862.95
News Corp (105 shares)	\$1,109.85

The IAPE reserves now exceed both our projected spending (\$550,974) and projected income (\$676,800) for Fiscal Year 2009. Through the first half of FY 2009, IAPE spent \$83,000 less than budgeted. For the first nine months of FY 2009, IAPE spent \$102,308.48 less than budgeted.

The Fiscal Year 2009 budget projects an operating surplus of \$125,826.

## IAPE Financial Reserves Fiscal Years 1995 - 2008

Fiscal Year End	Reserve Amount	Year Over Year Gain/Loss
09/30/2008	\$755,389.00	\$154,334.00
09/30/2007	\$601,055.00	\$127,431.00
09/30/2006	\$473,624.00	\$99,486.00
09/30/2005	\$374,138.00	(\$96,169.00)
09/30/2004	\$470,307.00	(\$22,487.00)
09/30/2003	\$492,794.00	(\$130,859.00)
12/31/2002	\$623,653.00	(\$24,811.00)
12/31/2001	\$648,464.00	\$57,714.00
12/31/2000	\$590,750.00	\$69,661.00
12/31/1999	\$521,089.00	\$53,667.00
12/31/1998	\$467,422.00	\$71,172.00
12/31/1997	\$396,250.00	\$19,757.00
12/31/1996	\$376,493.00	\$36,024.00
12/31/1995	\$340,469.00	

## Local 1096 Expenditures

Category	Annual Budget	Actuals FY 09 (A/O June)
CWA Dues	\$275,400.00	\$163,447.87
Rent	\$16,940.00	\$13,783.47
Common Fees (office)	\$6,900.00	\$3,909.36
Insurance (office)	\$1,350.00	\$173.00
Utilities	\$1,800.00	\$844.53
Phone (office)	\$2,400.00	\$1,862.11
Phone (cell)	\$2,000.00	\$194.80
Equipment Rental	\$4,749.48	\$3,094.11
Legal	\$24,000.00	\$8,650.07
Payroll (full time)	\$76,267.80	\$54,543.68
Payroll (part-time)	\$31,611.64	\$15,118.10
Payroll (officers)	\$5,200.00	\$4,538.71
Payroll processing fees	\$1,800.00	\$2,191.07
Payroll/Taxes	\$10,855.48	\$6,651.44
Insurance (wrkmm comp)	\$900.00	\$-
Benefits	\$23,300.00	\$17,799.41
Annual Audit	\$5,200.00	\$7,625.00
<b>Fixed Expenses (Total)</b>	<b>\$490,674.40</b>	<b>\$304,426.73</b>
Docked Pay	\$2,200.00	\$-
Subscriptions	\$500.00	\$-
Training	\$3,000.00	\$372.00
Office Supplies	\$1,200.00	\$1,386.62
Postage	\$1,200.00	\$743.12
Communications	\$3,000.00	\$504.44
Committees	\$1,200.00	\$649.78
Board Meetings	\$12,000.00	\$867.28
Conventions	\$5,100.00	\$135.00
Membership Service	\$1,800.00	\$-
Mobilization	\$1,800.00	\$240.61
Organizing	\$1,500.00	\$178.35
Bargaining	\$10,000.00	\$502.44
Arbitration	\$5,000.00	\$393.02
Elections	\$10,000.00	\$-
Service Charges	\$0.00	\$-
Dues Refund	\$0.00	\$56.50
Miscellaneous	\$500.00	\$166.43
		\$75.00
<b>Variable Expenses (Total)</b>	<b>\$60,000.00</b>	<b>\$6,270.59</b>
<b>Total Expenses</b>	<b>\$550,674.40</b>	<b>\$310,697.32</b>

# TNG-CWA MEMBER BENEFITS

Money-saving benefits for working families.



• TNG-CWA Credit Card

• UnionSecure Insurance

• Everyday Savings