

**Editorial Production Center
Fresno Employees
Frequently Asked Questions**

Q. Why are we centralizing editorial production for the newspapers?

A. We have analyzed ways to provide editorial production on a regional basis that is efficient and prepares us for future publishing needs. Our analysis, as well as observing regionalized efforts in other newspaper companies, makes it clear that in today's environment and with better use of technology, we can more efficiently provide editorial production for multiple papers.

Q. Will everyone in Fresno's copy desk be transferred to the Editorial Production Center in Sacramento?

A. Yes, everyone will be transferred virtually to the Editorial Production Center ("Center") in Sacramento. You will receive no less than your current rate of pay at your same status (full-time employees will be offered full-time positions; on-call will be offered on-call positions, etc.). Notification letters will be distributed on July 10, 2015.

Q. Are there any separation benefits being made available?

A. No, since this is a virtual transfer, with you continuing to work in the Fresno newsroom, there are no separation benefits.

Q. How has the company determined what new roles will be available and which of these roles I am eligible for?

A. Management employees of both *The Fresno Bee* and *The Sacramento Bee* are working together to determine how work will be distributed and performed in the center, and the skills necessary to be successful in each role. After the different classifications were determined, management reviewed the work of current employees to decide the best fit in the new structure.

Your notification letter includes information regarding your initial classification in either the copy editor or page designer job categories. If you have questions regarding your initial classification, please contact Kris Eldred or Mark Ochinero.

Q. Will my pay be impacted?

A. That will depend –

- If your base pay currently fits within your initial classification, no pay adjustments will be made.
- If your base pay is below the minimum of your initial classification, your job offer will be at the minimum of the initial classification.
- If your base salary is above the maximum of the initial classification, there will be no reduction in your base pay and your base pay will be “red-circled” as provided for in the Guild contract.

Q. Who will I report to in the new center?

A. Supervisor roles are still being determined.

Q. I have been told that once I transfer to Sacramento, I will have a sixty (60) day trial period, is that correct?

A. No – that is only for positions that transfer physically to Sacramento. Since you will be working in Fresno, the sixty (60) day trial period does not apply.

Q. What happens if I transfer virtually to Sacramento and get laid off?

A. Your severance benefits that you are currently eligible for under Fresno’s contract will not reduce as a result of your transfer to Sacramento.

Q. How will the new publishing center save money?

A. Our analysis, as well as the experience, makes it clear that as people work together, they become more efficient over time, producing more pages per person, with more versatility, in less time. In addition, a central desk will help us meet the rising production demands of a multi-media operation as news applications and tablet editions become a bigger part of our news delivery.

Q. Will other McClatchy newspapers join the new center?

A. The center launched with the participation of *The Modesto Bee*, *The Merced Sun Star*, and its four weekly newspapers, along with *The Sacramento Bee*. We are now adding *The Fresno Bee* virtually to this group. Depending on the success of the center, we will consider expanding it to meet others' editorial production needs.

Q. Isn't this just a way to pay less money to employees to do more work?

A. No. The company has worked hard to develop a center in which editorial production employees have job opportunities. The job classifications were developed with broad ranges to incorporate the majority of existing salaries, and to provide a fair and competitive wage for the work that will be done. While the work required and the jobs may be different, the same can be said for just about every other position within the newspaper.

Q. Does this mean that my position will always be in Fresno?

A. That will depend. At this point, this is a virtual transfer where employees can work from their home newsroom. If we find that this virtual situation does not work, we will give a minimum of 90 days notice of any intent to move the positions physically to Sacramento.

Q. If that did happen and the jobs are moved physically to Sacramento, would I be offered a job there?

A. Yes, in accordance with the Guild contract, if that happened and you were working for *The Sacramento Bee's* Production Center, based in *The Fresno Bee's* newsroom, you would be offered a position in Sacramento, with corresponding moving assistance and a transition bonus.

Q. What if I disagree with my initial job classification that I am being moved into or offered?

A. We have carefully analyzed the type of work that each employee is responsible for, skill set and performance to determine the best fit with the new classifications. You may appeal your initial job classification by contacting Kris Eldred in writing and requesting a meeting to discuss your job classification level. Kris will listen to your appeal and let you know of her decision. If you still want to pursue your appeal further, you may then contact your Executive Editor Jim Boren in writing and request a meeting to discuss your job classification level. You may have a Guild representative accompany you during the appeal process. The decision of your Executive Editor will be final.

Q. You keep referring to my “initial” job classification - what does that mean?

A. You are being notified of your initial job classification now. Within ninety (90) days of your transfer, you will be notified if this classification is going to change. Once you have transferred, if you disagree with your “final” classification, you may appeal this decision following the steps detailed in the Guild contract, except it will involve Anna Buchmann, the Director of the Center in Sacramento and possibly Joyce Terhaar, the Executive Editor. The decision of the Executive Editor will be final.

Q. If my job classification is lowered will I receive a reduction in my base pay?

A. No. There will be no reductions in base pay. If your base is higher than the classification’s salary range maximum, your base pay will be “red circled”.

Q. If my job classification is raised will I receive an increase in my base pay?

A. It depends. If your base pay is below the minimum for your new classification, your base pay will be increased to the minimum of your new classification’s salary range.

Q. My annual review is due on October 5, 2015, will I still get my raise?

A. Your annual performance review’s effective date will remain the same and your merit increase percentage will be based on your annual performance rating as outlined in the Guild contract.

Q. What will be my last day of employment with *The Fresno Bee*?

A. We are transferring all Fresno copy desk employees to *The Sacramento Bee*’s payroll effective August 10, 2015.

Q. Will all of my payroll deductions, auto deposits and insurance benefits remain the same?

A. Yes, most of your current payroll deductions, including auto deposits and insurance elections will remain the same. We will notify you if any of your general deductions need to be set up again, once you have transferred to *The Sacramento Bee*’s payroll.

If you have any additional questions regarding the Editorial Production Center please contact Mark Ochinerio at (559) 441-6280.