

# The Washington Post

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January 29, 2009

VIA HAND DELIVERY

Rick Ehrmann  
Local Representative  
Washington-Baltimore Newspaper Guild  
Local 32035  
1100 15<sup>th</sup> Street, N.W., Third Floor  
Washington, D.C. 20005

Re: Community Journalist Position

Dear Rick:

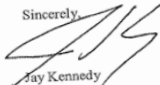
In accordance with Article VI(5)(b) of the Post-Guild contract, The Post is writing to notify the Guild that The Post plans to create a new reporting position in the Guild's bargaining unit, which we anticipate calling "Community Journalist." Please let me know when the Guild is available to meet to negotiate the appropriate classification and salary scale for this new position, within the time periods set forth in Article VI(5)(b).

The Post proposes to create a new classification of Community Journalists to focus on reporting at the local and community levels. The primary focus of this position will be to report on stories of local and community interest for the Extras and to perform multimedia work; employees in this position may also report for the daily newspaper. Community Journalists will be required to immerse themselves in the many communities in the Washington area and report on stories of interest to those communities. This position will not be a feeder position for the Reporter position. Individuals who work as Community Journalists should have no expectation that they will receive a promotion to a position in the Editorial Writer/Reporter classification.

Our proposal is that the salary minimum for this classification be set at \$653.85/week, without automatic increases for experience.

Please call me if you would like to meet to discuss this new position and classification.

Sincerely,



Jay Kennedy