

**Amendment to Contract Between
San Jose Mercury News, LLC and Pacific Media Workers Guild**

This Agreement is entered into this 30th day of November 2013, by and between SAN JOSE MERCURY NEWS, LLC (hereinafter referred to as "the Company"), and PACIFIC MEDIA WORKERS GUILD (hereinafter referred to as "the Guild").

RECITALS

A. The Company and the Guild entered into a collective bargaining agreement dated February 10, 2011, and effective from January 17, 2011 through June 4, 2012; its terms were extended in a separate extension agreement to June 30, 2013

B. The parties have agreed to further extend the contract from July 1, 2013, through October 1, 2014, and except as specifically set forth below, all existing terms and conditions of the contract shall remain in place during the extended contract term.

AGREEMENT

1. The parties agree to amend ARTICLE XXX(a) as follows: This contract shall be effective from January 17, 2011 to and including October 1, 2014.

2. All bargaining unit employees employed as of the date of execution of this Agreement will be eligible to receive two (2) additional paid leave days ("Bonus Days") under the following terms and conditions:

a. In order to qualify for the Bonus Days, employees must use all accrued 2013 vacation on or before December 31, 2013.

b. All Bonus Days must be taken between January 1, 2014 and October 1, 2014. The Bonus Days will be "use it or lose it," meaning that if any employee fails to take one or both Bonus Days prior to October 1, 2014, the Bonus Day(s) will be lost and eliminated from the employee's paid leave bank.

3. Miscellaneous. Except as modified pursuant hereto, no other changes or modifications to the Contract are intended or implied and in all other respects the Contract is hereby specifically ratified, restated and confirmed by the Company and the Guild. The Contract and this Amendment shall be read and construed as one agreement. This Amendment may be executed in counterparts by electronic signature.

IN WITNESS WHEREOF the parties hereto have executed this Amendment the day and year first written above.

PACIFIC MEDIA WORKERS GUILD

By: 

For the Guild

Date: November 30, 2013

SAN JOSE MERCURY NEWS, LLC

By: 

For the San Jose Mercury News

Date: November 2, 2013

December