

**Memorandum of Understanding Between
The MCCLATCHY COMPANY, INC. PUBLISHER OF
THE FRESNO BEE
("Company" or "Publisher")**

AND

**PACIFIC MEDIA WORKERS GUILD, LOCAL 39521,
THE NEWSPAPER GUILD-CWA ("Guild")**

This Memorandum of Understanding ("MOU") shall be incorporated into and become part of the Collective Bargaining Agreement ("CBA") dated June 25, 2014 between The Company and the Guild. In the event of any conflict between any provision(s) of the CBA and any provision(s) of the MOU, the MOU shall control and supersede the provision(s) of the CBA.

Pursuant to Section 27.2 of the CBA, The Company and the Guild negotiated on Sections 5, 10.5 and 19. The Company and the Guild agree that there would be no changes in the reopened sections except for the following revisions effective January 1, 2015.

1. Section 5.1(d) of the CBA is revised as follows:

No money shall be put in the merit increase pool in 2014. The merit increase pool for the period January 1, 2015 through December 31, 2015 shall be 2%. It is agreed that there is no requirement that there be money put in the merit increase pool in any year beyond 2015.

2. Section 5.1(e) of the CBA is deleted in its entirety.

3. Section 19 of the CBA is revised to add the following sub-section 19.5:

19.5 The Publisher shall comply with all state and federal laws governing the provision of paid sick leave.

McClatchy Newspapers, Inc.
Publisher of The Fresno Bee

Pacific Media Workers
Guild, Local 39521

By: _____

By: _____

Dated: _____

Dated: _____

By: _____

Dated: _____