

**MEMORANDUM OF AGREEMENT
BETWEEN THE SAN JOSE MERCURY NEWS
AND PACIFIC MEDIA WORKERS GUILD**

The Pacific Media Workers Guild and the San Jose Mercury News agree to extend the terms of the current collective bargaining agreement through June 30, 2015, subject to the following changes:

1. Upon execution of this Agreement, the Employer shall grant each employee two days of paid leave, to be taken at any time before December 31, 2015. The two days of paid leave only may be used after the employee has scheduled all of his or her 2015 annual vacation by June 30, 2015. This shall not preclude an employee from changing scheduled vacation, consistent with practice. It is understood that the two days of paid personal leave are not treated as accrued time off and therefore would be forfeited if they are unused before December 31, 2105, or before the employee terminates employment.

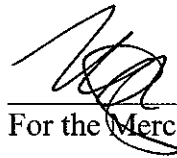
2. Upon execution of this Agreement, the Guild agrees to modify the following sentence of Section (j) of Article XIV - Security: "Employees dismissed for economy reasons shall be placed on a rehiring list for six (6) months."



For the Guild

1-14-2015

Date



For the Mercury News

1-30-15

Date