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 September 30, 2015, subject to the following changes:

- Upon execution of this Agreement, the Employer shall grant each employee one-half (0.5) day of paid leave, to be taken at any time before December 31, 2015. The one-half day 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 one-half day of paid personal leave is not treated as accrued time off and therefore would be forfeited if they it is unused before December 31, 2105, or before the employee terminates employment. It is understood that the one-half day of paid leave is in addition to the two days of paid leave granted under the same terms in the extension agreement in effect through June 30, 2015.

4/30/15 — For the Guild — Date

4-30-15 — For the Mercury News — Date