

Memorandum of Understanding Between  
McClatchy Newspapers Inc, Publisher of The Sacramento Bee (“Company”)

AND

Pacific Media Worker’s Guild  
Local 39521 (“Guild”)

This Memorandum of Understanding (“MOU”) shall be incorporated into and become part of the Editorial Production Collective Bargaining Agreement (“CBA”) dated June 8, 2015 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.

The Company and the Guild agree that there are no changes to any other sections of the CBA except for the following revisions which are effective December 28, 2015.

Section 4.1(b) of the Agreement is to be revised as follows:

The merit increase pool for the period December 28, 2015 through December 31, 2016 will be 2%. It is agreed that there is no requirement that there be money put in the merit increase pool beyond 2016. It is understood by both parties that this provision does not override section 4.11.

Section 8.1 of the Agreement shall be renumbered as Section 8.1(a) and is to be revised as follows:

Full-time employees will receive sick leave benefits in accordance with this Section after one month of employment and may use hours available in their accrual balance.

Section 8.1 (b) is to be added to the Agreement as follows:

Part-time employees will be eligible for paid sick leave benefits in accordance with California State Law.

McClatchy Newspapers, Inc.  
Publisher of The Sacramento Bee

Pacific Media Workers  
Guild, Local 39521

By: \_\_\_\_\_

By: \_\_\_\_\_

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

By: \_\_\_\_\_

Dated: \_\_\_\_\_