

District 1199C

**National Union of Hospital
And Health Care Workers**

Collective Bargaining Agreement

By and Between

National Union of Hospital and Health
Care Employees, AFSCME, AFL-CIO
And Its Affiliate District 1199C

And

The Philadelphia Tribune Company, Inc.

March 1, 2017 to February 29, 2020

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AGREEMENT

THIS AGREEMENT made and entered into this 27th of January, 2017 between THE PHILADELPHIA TRIBUNE COMPANY, INC., its successors and assigns, hereinafter called "Employer", and NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES, AFSCME, AFL-CIO, and its affiliate DISTRICT 1199C, hereinafter called "Union", with its national headquarters at 1319 Locust Street, Philadelphia, P A 19107.

WITNESSETH

WHEREAS, the parties hereto recognize that the enlightened participation of the public, management and labor is needed if the Employer is to make its maximum contribution to the community, and recognizing that complete and uninterrupted delivery of newspapers is of vital importance to the community, and desiring to establish a standard of wages and other conditions of employment under which members of the Union shall work for the Employer during the term of this Agreement, and

WHEREAS, the parties hereto desire to regulate relations between the parties with a view of securing harmonious cooperation thereby averting interruptions and interferences with services to the community and,

WHEREAS, the Employer recognizes the Union as the sole and exclusive bargaining representative of the Employees of the Employer as defined in Article I, Recognition.

NOW THEREFORE, in consideration of the mutual promises hereinafter set forth, it is agreed by and between the parties as follows:

ARTICLE 1: RECOGNITION

Section 1.

Employer hereby recognizes the Union as the sole and exclusive bargaining representative of the Employees of the Employer as defined in Section 2 below and this Agreement shall apply to all Employees.

Section 2.

The bargaining unit shall consist of all Employees in the Editorial Department Including:

1. Feature writer, Delaware County metro reporter, layout artist, entertainment writer, copy editor, sports and general assignment reporter, staff photographer, general assignment reporter, education reporter, librarian and library clerk.

Excluding:

11. Executive editor, news editor, chief copy editor, all other Employees, confidential Employees, guards and supervisors as defined in the National Labor Relations Act, independent contractors and freelance writers.

Section 3.

An Employee is a person who is employed by the Employer and receives wages and other fringe benefits.

ARTICLE 2: MANAGEMENT RIGHTS

Section 1.

The management of the Employer and the direction of the work force is vested exclusively with the Employer. Except where expressly abridged by a specific provision of this Agreement, the Employer retains the sole right to hire, discipline or discharge for just cause, lay off, promote, transfer and assign its Employees; to determine or change the starting and quitting time and a number of hours worked; to promulgate working rules and regulations; to assign duties to the work force; to establish new job classifications; to organize, discontinue, enlarge or reduce a department, function or division; to assign or transfer Employees to other classifications as operations may require; to introduce new or improved facilities; to carry out the ordinary and customary functions of management whether or not possessed to exercise these rights herein enumerated in a capricious or arbitrary manner.

Section 2.

Employer may introduce a change in the method or methods of operation, which will produce a change in the method or methods of operation, which will produce a change in job duties and a reduction in personnel in any classifications. Nothing contained in this Agreement shall prevent the implementation of any program and of work force reductions on any program to be hereafter undertaken by the Employer.

Section 3.

The Union, on behalf of the Employees, agrees to cooperate with the Employer to attain and maintain maximum journalism efficiency.

Section 4.

There shall be no individual agreements between Employees and the Employer.

Section 5.

Nothing herewith contained is to be construed to mean that a worker or groups have inherent rights to a particular job.

ARTICLE 3: UNION SECURITY

Section 1.

All Employees on the active payroll as of the effective date of this Agreement, who are members of the Union, shall maintain their membership in the Union in good standing as a condition of continued employment.

Section 2.

All Employees on the active payroll as of the effective date of this Agreement who are not members of the Union shall become members of the Union thirty (30) days after the effective date of this Agreement or immediately upon completion of their probationary periods, whichever is later.

Section 3.

All Employees hired after the effective date of this Agreement shall become members of the Union no later than the thirty-first (31st) working day following the beginning of such employment and shall thereafter maintain their membership in the Union in good standing as a condition of continued employment.

Section 4.

For the purposes of this Article, an Employee shall be considered a member of the Union in good standing if he/she tenders his/her periodic dues and initiation fee uniformly required as a condition of membership; and further, with respect to temporary Employees, all of this Article,

subject to the provisions of Article 27, Section 2.

Section 5.

Subject to the Grievance Procedure provision of this Agreement, an Employee who failed to maintain membership in good standing as required by this Article, shall, within twenty (20) calendar days following receipt of a written demand from the Union requesting his discharge, be discharged if, during such period, the required dues and initiation fee have not been tendered.

Section 6.

The Union agrees that it will indemnify and hold the Employer harmless from any recovery of damages sustained by reason of any action taken under this Article.

ARTICLE 4: CHECK-OFF

Section 1.

Upon receipt of a written authorization from an Employee in the form annexed hereto as Exhibit "A", the Employer shall, pursuant to such authorization, deduct from the wages dues such Employee each month. This deduction shall start not earlier than the first pay period beginning after the completion of the Employee's first thirty (30) working days of employment, and remitted to the Union, regular monthly dues as fixed by the Union.

An Employee who is a member of, and adheres to the established and traditional tenets or teachings of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting labor organizations, shall not be required to join and remain a member of the Union as a condition of employment. Such Employee shall be required, as a condition of continued employment, to remit to the Sickle Cell Anemia Foundation, the Lupus Foundation, or the American Cancer Society, each a recognized and valid charity under Section 501 C (3) of Title 26 of the Internal Revenue Code, monthly a sum equal to the initiation fee and regular dues of the Union, as provided for herein. Such sum shall be checked off by the Employer from the Employer's pay at the same time and in the same amount as the initiation fee and dues are, and shall be remitted by the Employer to the charity designated by the Employee from the above list. Such designation shall be in the form of a written authorization in the form of Exhibit "B" annexed hereto and made a part hereof.

Employees who are required by the provisions of Article III, Union Security, to maintain their membership in the Union and who do not sign check-off authorizations, shall adhere to the same payment procedures by making payments directly to the Union or to the said agreed-upon charities.

Section 2.

Upon receipt of a written authorization from an Employee in the form annexed Exhibit "C", the Employer shall, pursuant to such authorization, deduct from the wages due said Employee each pay period, starting not earlier than the first pay period beginning after the completion of the Employee's first ninety (90) working days of employment, the sum specified in said authorization and remit same to the District 1199 Credit Union (or a Credit Union in which the Employer participates) to the credit or account of said Employee. It is understood that the check-off and remittance shall be made by the Employer wherever feasible.

Upon receipt of a written authorization from an Employee in the form annexed hereto as Exhibit "D", the Employer agrees to check-off every six (6) months, the sum specified in the said authorization and to remit the same to the Union's Political Action Fund.

Section 3.

The Employer shall be relieved from making such "check-off" deductions upon (a) termination of employment, or (b) transfer to a job other than one covered by the bargaining unit, or (c) layoff from work, or (d) an agreed leave of absence, or (e) revocation of the check-off authorization in accordance with its terms or applicable law.

Section 4.

The Employer shall not be obliged to make dues deductions of any kind from any Employee who, during any dues month involved, shall have failed to receive sufficient wages to equal the dues deductions.

Section 5.

Each month, the Employer shall remit to the Union, by the fifteenth (15th) day of such month, all deductions for dues made from the wages of Employees for the preceding month, together with a list of all Employees from whom dues have been deducted

Section 6.

The Employer agrees to furnish the Union, not less frequently than every two (2) months, a list containing the names of newly hired Employees, their addresses, social security numbers, classification of work, and dates of hire; and as well, terminated Employees, together with their date of termination, and the name of Employees on leave of absence together with such other information ordinarily supplied to the Union by the Employer at the effective date of this Agreement.

Section 7

It is specifically agreed that the Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the Union hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions or proceedings by an Employee arising from deductions made by the Employer hereunder. Once the funds are remitted by the Employer, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.

ARTICLE 5: NO DISCRIMINATION

Section 1.

Neither the Employer nor the Union shall discriminate against or in favor of any Employee on account of race, color, creed, national origin, political belief, sex, age, residence, sexual preference, or handicap, union membership or activity.

Section 2.

Where the male gender is used in this Agreement, it shall be understood to include the female gender.

ARTICLE 6: INFORMATION

Section 1.

The Employer shall supply the Union, on request, with a list containing the following information for each Employee:

- (a) Name, address, sex, date of birth, and social security number;
- (b) Date of hire;
- (c) Job classification and/or job title; and
- (d) Salary.

Section 2.

The Employer shall notify the Union whenever changes occur, but at least annually, in writing, of:

- (a) Merit increases granted by name of the Employee, individual amount, resulting new salary, and effective date;
- (b) Step-up increases paid by name of the Employee, individual amount, resulting new salary, and effective date;
- (c) Changes in classification, salary changes by reason thereof, and effective date; and
- (d) Resignations, retirements, deaths and other revisions in the data listed in Section 1, and effective dates.

Section 3.

Within one (1) week after the hiring of a new Employee, the Employer shall furnish to the Union, in writing, with the data specified in Section 1 for each new Employee.

Section 4.

The Employer shall furnish to the Employee and the Union a copy of any criticism, commendation, appraisal, or rating of such Employee's performance in the Employee's job or any other comment or notation regarding the Employee, simultaneously with its being placed in the Employee's personnel file. The Employee and/or the Union shall be allowed to place in such file a response to anything contained therein which such Employee and/or the Union deems to be adverse. An Employee or the Union may inspect the contents of the Employee's personnel file by making an appointment with the Administrative Assistant to the President or designee. Written notice to review the file shall be made available by the Employer within three (3) days after receipt of such notice. Said file will be reviewed within the presence of the Administrative Assistant to the President or designee. Upon providing reasonable notice, official representatives of the Union and/or the Employee shall be provided with copies of materials pertaining to that particular grievance in such files.

Section 5.

The Union and the affected Employee shall be notified when an independent contractor/freelance writer is employed for a specific assignment. The independent contractor/freelance writer shall be informed at time of hire, that he is hired in such capacity.

ARTICLE 7: PROBATIONARY EMPLOYEES

Section 1.

Newly hired Employees shall be considered probationary for a period of seventy-five (75) calendar days. Said probationary period may be extended to ninety (90) days upon written notification to the Union. The discipline, termination or suspension by the Employer of any probationary Employee shall not be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE 8: GRIEVANCE PROCEDURE

Section 1.

Any grievance, which may arise between the parties concerning the application, meaning or interpretation of this Agreement shall be resolved in the following manner:

Step 1

An Employee having a grievance and his Union delegate shall discuss it with the Employee's immediate supervisor, News Editor, Executive Editor or their designee within three (3) days after it arises or it should have been known to the Employee. The Employer shall give his response, through the supervisor, to the Employee and his Union delegate within seven (7) working days after the presentation of the grievance.

Step 2

If the grievance is not settled in Step 1, the grievance shall, within three (3) days after the answer in Step 1, be presented in Step 2. When grievances are presented in Step 2, they shall be reduced to writing on grievance forms signed by the grievant and his Union representative and presented to the Executive Committee. The Executive Committee shall hold a hearing within ten (10) working days and shall thereafter render a decision in writing within ten (10) days.

Step 3

If the grievance is not settled in Step 2, the grievance shall, within three (3) days after the answer in Step 2, be presented in Step 3. A grievance shall be presented to the President, or his designee, in writing. A grievance so presented in Step 3 shall be answered, in writing, within fifteen (15) days after its presentation.

Section 2.

Failure on the part of the Employer to answer a grievance at any step shall not be deemed as acquiescence thereto, and the Union may proceed to the next step.

Section 3.

Without waiving its statutory or management rights, a grievance on behalf of the Employer may be presented initially at Step 3 by notice, in writing, addressed to the Union at its offices.

Section 4.

An Employee who has been suspended or discharged, or the Union on his behalf, may file within five (5) working days of the suspension or discharge, a grievance in writing in respect thereof, with the President at Step 3 of the foregoing Grievance Procedure. Any prior written warnings applicable to the Employee shall be mailed by the Employer to the Union within three (3) days after the Employee is notified on his discharge.

Section 5.

Any disposition of a grievance from which no appeal is taken within the time limits specified herein shall be deemed resolved on the basis of the Employer's last answer and shall not thereafter be considered a subject to the grievance and arbitration provisions of this Agreement.

ARTICLE 9: ARBITRATION

Section 1.

A grievance which has *not* been settled, may, within thirty (30) working days after completion of Step 3 of the Grievance Procedure, be referred for arbitration by the Employer or the Union, to the American Arbitration Association for resolution under the Voluntary Labor Arbitration Rules of the American Arbitration Association, then prevailing.

Section 2.

The arbitrator will make his findings and render his decision to resolve the disagreement. The arbitrator shall not have jurisdiction to add to, modify, vary, change, or remove any provision of this Agreement or to determine that any provision of this Agreement established an implied limitation upon the Employer which is not herein specifically set forth. The scale of wages established by this Agreement shall not be changed by any arbitration decision.

Section 3.

The decision of the arbitrator shall be final and binding upon the Employer, the Union, and the Employees covered by this Agreement.

Section 4.

The expenses of the arbitration and the arbitrator's fee shall be borne equally by the parties.

Section 5.

Awards or settlements of grievances shall in no event be made retroactive beyond the date on which the grievance was first presented in Step 1 of the Grievance Procedure, except if the grievance concerns an error in the Employee's rate of pay. The proper rate shall be applied retroactive to the date the error occurred. All claims for back wages shall be limited to the amount agreed to by the Employer and the Union, or ordered by the arbitrator, as the case may be, less any unemployment compensation or other compensation that the aggrieved Employees may have received from any source during the period for which back pay is claimed.

ARTICLE 10: HOURS OF WORK AND OVERTIME

Section 1.

The regular work week for all full time Employees shall not exceed forty (40) hours a week and shall consist of eight (8) hours per day with one (1) hour paid lunch period. Nothing herein contained shall be considered a guarantee of work.

Employees' schedules must be flexible to accommodate assignments and emergencies. In the event that an Employee is scheduled to work prior to 8:30 a.m. or after 8:00 p.m., or longer than eight (8) hours, the Employee shall be compensated at the rate of 10 per hour for only those hours worked prior to 8:30 a.m., or after 8:00 p.m., or in excess of eight (8) hours. For a reference point, the base schedule shall be from 9:00 a.m. to 5:00 p.m., however nothing herein precludes the Employer from varying this schedule. The Executive Editor, or designee, shall endeavor to give as much advance notice as practical. For any Employee regularly scheduled to work with a starting time at 3:00 p.m. or later, the Employee shall receive the differential for the entire shift. The weekend shift shall be rotated between the staff photographers.

A reporter shall be scheduled to work Thursday through Monday subject to the provisions stated in the above paragraphs.

Nothing herein precludes the Employer from assigning coverage of evening, weekend, or emergency events. The Executive Editor or designee shall first ask for coverage by the Employee who usually covers said assignments; next, the Employer shall ask for volunteers from other Employees. Whenever possible, the Employer will make adjustments in that Employee's schedule so that the number of hours worked does not exceed forty (40) hours per week. In no event shall an Employee be scheduled to work more than six (6) consecutive days.

The Employee shall submit a completed slip showing the date and number of hours worked immediately upon the completion of that shift or as soon afterward as practicable. Said slip shall be submitted to the person making the assignment.

Section 2.

In the event that the Employer wishes to make a permanent change in an Employee's starting time or work days, the Employer shall give the Employee written notice of such change at least two (2) weeks in advance. No such notice is required for probationary Employees.

Section 3.

Overtime is defined as time actually worked which exceeds forty (40) hours per week. Employees shall receive at his/her option, either compensatory time at one and one-half (1 1/2) hours worked or overtime pay.

(a) The Employer shall keep accurate records for overtime. Such records will be made available to Employees and the Union upon request. Said request must be in writing and the Employee will receive the information within one (1) working day.

(b) The Employer shall schedule overtime equitably, whenever possible, among Employees performing the same or related work. Reasonable advance notice of required overtime shall be given, except in emergency situations. The Employer shall first ask for coverage of the event by the Employee who usually covers said assignment; next the Employer shall ask for volunteers from other Employees.

(c) An Employee assigned to work overtime shall file, with the person responsible for said assignment, a completed overtime claim slip showing the date(s), number of hours worked and assignment(s) covered. Said slip shall be submitted by noon on Monday for the previous week, or as soon afterward as is practicable.

(d) An Employee shall not work overtime unless he has advance approval to do so.

Section 4.

Employees shall be compensated for travel. Travel time and distance shall be calculated from the Tribune location to the destination.

(a) For trips which do not require overnight accommodations, the Employee shall receive a maximum of eight (8) hours of pay. If an emergency arises which requires additional hours, the Employee's immediate supervisor or the Executive Editor must be notified and grant permission. The Employee shall submit a slip as stated above in Section 1(e). If the Employee uses a privately owned vehicle, the Employee shall be reimbursed at a rate of 20.5 cents per mile. Any other mode of transportation, must be approved in advance. All trips must be approved in advance. Employees must present written vouchers for reimbursement.

(b) For trips requiring overnight accommodations, the overnight accommodations must be approved in advance. The mode of transportation, as stated above in Section 4(a), must be approved in advance. The Employee shall receive a maximum of eight (8) hours pay per day. If an emergency arises requiring additional hours, the Employee's immediate supervisor or the Executive Editor must be notified and grant permission. The Employee shall submit a slip as stated above in Section 1 (d). In addition to accommodations and transportation, the Employee shall receive reimbursement for reasonable expenses. A written voucher must be presented for reimbursement. All trips must be approved in advance.

Section 5.

The Employer shall provide all hours worked on each paycheck stub. (i.e.: comp time).

ARTICLE 11: SENIORITY

Section 1. Definition

(a) Seniority is defined as an Employee's length of continuous regular full-time service since his last date of hire by Employer. Employees who were hired on the same date will be carried on the seniority list alphabetically by last name.

Section 2. Accrual

(a) An Employee's seniority shall commence after the completion of his probationary period and shall be retroactive to the start of his probationary period.

(b) Seniority shall accrue:

(1) During an authorized leave of absence with pay.

(2) During an authorized medical leave of absence without pay, for no more than six (6) months, but in no event shall seniority occurring during such leave exceed the length of the Employee's prior service with the Employer, provided that the Employee returns to work.

immediately following the expiration of such medical leave of absence.

- (3) During military service as provided by Federal law.

An Employee shall not accrue, but not lose, seniority:

- (1) During a layoff which does not exceed the length of the Employee's prior service with the Employer.
- (2) During an authorized leave of absence without pay, except as noted above.

Section 3. Loss of Seniority

An Employee shall lose all seniority when he:

- (a) Voluntarily terminated his regular full-time employment;
- (b) Is discharged for cause;
- (c) Willfully exceeds the length, or violates the purposes, of an authorized leave of absence;
- (d) Is on layoff for a period of time which exceeds the lessor of one (1) year or the length of the Employee's prior service with the Employer;
- (e) Fails to return from layoff within seventy-two (72) hours of the time specified in a notice of recall sent by certified mail to the last address furnished to the Employer by the Employee;
- (f) Fails to report for recall to the assigned job; and
- (g) Absence from work for two (2) consecutive work days without notice or permission, shall be deemed a voluntary resignation; unless there are extenuating circumstances acceptable to the Employer.

ARTICLE 12: LAYOFF

If it becomes necessary to reduce the Employer's work force because of lack of work, funding, or an emergency that curtails normal operations, then the following shall apply:

Section 1.

In the event of a layoff within a job classification and/or department, Employees on initial probationary periods within the job classification and/or department shall be laid off first, without regard to their individual periods of employment. Full time Employees in the classification shall be laid off based on their classification seniority, provided the remaining Employees have the present ability to perform the required work.

Section 2.

In the event an Employee is scheduled to be laid off, and there exists a vacant position or position filled by a probationary Employee which the Employee has the present ability to perform, the Employee may apply for that position in accordance with the provisions of Article XXII, Promotion and Transfer. Notwithstanding the above, this provision is not intended to circumvent Article XXII, Promotion and Transfer of this Agreement.

Section 3.

Employees to be laid off shall be given at least two (2) weeks' notice. Probationary Employees need not be given notice prior to layoff.

Section 4.

It is recognized that an Employee may be retained due to special training, knowledge or ability who has less seniority than the one who is laid off. If this occurs, the Employer will state the reason, in writing, to the Union and the affected Employee. Disputes regarding this paragraph are subject to Article VIII, Grievance Procedure only.

Section 5.

Dismissals for reasons of economy as distinguished from dismissals for just and sufficient cause shall be in inverse order of seniority.

ARTICLE 13: RECALL

Section 1.

(a) Employees laid off shall be recalled by job classification in the inverse order of their layoff. If a vacancy occurs in a job classification where no laid off Employee has recall rights in that classification, laid off Employees within that department shall be given next

consideration, provided that they have the present ability to perform the work. Departmental seniority shall govern where present ability to perform the job is considered equal.

(b) Where an Employee has the skill and present ability to perform the work when recalled to a classification different from the one he held at the time of his layoff shall be subject to the grievance provision only of this Agreement.

Section 2.

(a) Employees dismissed for reasons of economy shall be placed on a rehiring list for a period of one (1) year from the date of dismissal. The Employer shall first offer to fill the vacancies with persons on the list who have worked in the classification in which the vacancy occurs. In the event that the vacancy is not filled from this list, the Employer shall be free to fill the vacancy from whatever source it so chooses.

(b) An Employee rehired under 2(a) above shall be paid the applicable minimum for the classification into which he/she is rehired plus whatever dollar differential above minimum the Employee had before dismissal.

(c) The Employer shall notify an Employee on the rehiring list of vacancies by registered mail, and the Employee will be given seventy-two (72) hours from the time of receipt of notice to reply, by registered or certified mail, accepting or rejecting the offer of employment.

Section 3.

The time an Employee spends on the rehiring list need not be construed as service time for the purpose of computing benefits which depend on length of service, but shall not be construed as a break in continuity of service.

ARTICLE 14: DISCIPLINE, DISCHARGE AND PENALTIES

Section 1.

The Employer shall have the right to discharge, suspend or discipline any Employee for just cause.

Section 2.

The Employer will notify the Union in writing of any discharge or suspension within seventy-two (72) hours from the time of discharge or suspension. If the Union desires to contest the discharge or suspension, it shall give written notice thereof to the Employer within five (5) working days. In such event, the dispute shall be submitted and determined under the grievance and arbitration procedures set forth in this Agreement; however, commencing at Step 3 of the Grievance Procedure.

Section 3.

Disciplinary action shall be taken by supervisory staff only.

Section 4.

Any disciplinary notice in an Employee's file, regarding minor infractions, shall be removed after six (6) months of the infraction.

ARTICLE 15: RESIGNATION

Section 1.

In order for an Employee to resign in good standing, the Employee shall give Employer two (2) weeks advance written notice.

Section 2.

An Employee who gives such notice of resignation, as provided above, or whose employment is terminated, shall be entitled to receive payment for unused vacation time earned on the effective date of the resignation or termination. If notice is not given as provided above, an Employee shall not be entitled to such payment, provided it was physically possible for the Employee to have given such notice. Employees upon retirement shall be entitled to payment for earned accumulated sick time, maximum of thirty (30) days, at the rate of payment for one (1) day for each two (2) days earned, if the said Employee is sixty-five (65) years old and with twenty (20) years of full-time service with the company.

Section 3.

The Employee shall be entitled to severance pay if the Employee was employed as of January 1, 1986 as follows: -.

after one (1) year - one (1) week
after three (3) years - two (2) weeks
after five (5) years - three (3) weeks

ARTICLE 16: UNION ACTIVITY

Section 1.

A representative of the Union shall have reasonable access to the premises for the purpose of conferring with the Employer, delegates of the Union and/or with the Employees for the purpose of administering this Agreement; provided, however, that such representatives first shall have reported to the Administrative Assistant to the President or designee. A delegate shall have the right to investigate and handle grievances in such manner as is specifically provided in Articles VIII and IX, Grievance and Arbitration Procedure, provided that he shall first have been relieved by his Executive Editor or designee, and that such relief shall not interfere with the operations of the Employer; and provided, further, that he shall have first secured permission of the Department Head or designee of the department he wishes to enter. In no event shall such representatives or delegates interfere with the operations of the Employer.

Section 2.

The work schedules of Employees elected as Union Delegates shall, to the extent possible and practicable, be adjusted to permit attendance at regular monthly delegate assembly meetings.

Section 3.

No Employee shall engage in any Union activity, including the distribution of literature, which could interfere with the performance of work during his working time in working areas at anytime.

Section 4.

No solicitation of whatever nature on behalf of the Union shall be conducted on Employer's premises without first obtaining the permission of the President or designee.

Section 5.

Employer will provide spaces on bulletin boards for the use of the Union for the purpose of posting official Union notices.

ARTICLE 17: SAFETY

Section 1.

The Employer will make all reasonable provisions for the safety and health of its Employees in accordance with the applicable laws. The Union agrees to cooperate with the Employer in assuring conformance to all established safety regulations.

Section 2.

The Employer agrees to abide by all rules and regulations set forth by OSHA or such other governmental agency as may be assigned responsibility for in-plant safety and Employee health; to conduct periodic inspection of Video Display Terminals (VDTs) or similar equipment and to provide regular maintenance service to assure maximum performance and Employee safety on each unit and abide by whatever standards for inspection, safety, maintenance and Employee health are established by OSHA or other responsible governmental agencies. Employees whose work involved prolonged or extensive use of VDTs or similar equipment shall be granted adequate work breaks.

ARTICLE 18: NO STRIKES AND LOCKOUTS

Section 1.

Employees shall not engage in any strike, sympathy strike, slowdown, sit-down, work stoppage, picketing, or any other concerted activities which interrupt or tend to interrupt the performance of their work without regard to the cause therefore. Neither the Employees, the Union, nor any officers agents or other representatives of the Union shall directly or indirectly authorize, assist, encourage, condone, ratify, lend support, or in any way participate in any strike, slowdown, sit-down, work stoppage, picketing or any other concerted activities which interrupt or tend to interrupt the full performance of work during the life of this Agreement.

Section 2.

Employer agrees not to engage in any lockout during the term of this Agreement. Complete or partial reduction of operations for economic reasons shall not be considered a lockout.

Section 3.

In the event of a violation of this Article, No Strikes, Lockouts and Work Stoppages, and in addition to any other remedy, the Employer may file a grievance regarding such violation by notice thereof to the Union and to the American Arbitration Association which shall, within twenty-four (24) hours upon receipt of the grievance, appoint an arbitrator to hear this matter. The arbitrator shall hold a hearing within twelve (12) hours of his appointment upon telegraphic notice to the Employer and the Union, and shall have jurisdiction to issue a cease and desist order with respect to such violation and other such relief as he may deem appropriate to terminate such violation of Section 1, No strikes, work stoppages, etc. No opinion shall be required, but only a written award and order by the arbitrator.

It is agreed that such award and order may be immediately confirmed, without notice, to any other interested party by any court of competent jurisdiction upon the motion, application or petition of the Employer. The same procedure shall be applicable in the event of a violation of section 2 above.

In addition to any other liability, remedy or right provided by applicable law or statute, should a strike, sit-down, slowdown, cessation, stoppage or interruption of work, boycott, or other interference with the operations of the Employer occur, the Union, within twenty-four (24) hours of a request by the Employer shall:

- (1) Publicly disavow such actions by the Employees.
- (2) Advise the President or designee, in writing, that such action by Employees has not been called or sanctioned by the Union.
- (3) Notify Employees of its disapproval of such action and instruct such Employees to cease such action and return to work immediately.
- (4) Post notices at union bulletin boards advising that it disapproves of such actions, and instructing Employees to return to work immediately.

ARTICLE 19: EMPLOYEE INTEGRITY AND PRIVILEGE AGAINST DISCLOSURE

Section 1.

An Employee's byline or credit line shall not be used over his protest. In the event substantive changes are made in a reporter's story and it is not practicable to call such changes to his attention, the byline shall be taken off such story by the editor.

The Employer understands that news stories and feature articles will be presented in accordance with sound journalistic practice without distortion of any facts, without malice, and without creating false impressions. If a question arises as to the accuracy of the printed material, the Employee concerned will be consulted prior to any retraction of the material involved.

Section 2.

The Employer, believing that free press best gathers news without external pressures, and believing that a news Employee should be responsible in his work only to his conscience and to his employer, agree that protection of a news Employee's security is of prime importance to his work. The employer further asserts that:

When any request is made by a federal, state or municipal court, grand jury, agency, department, commission, or legislative body for the production or disclosure of confidential information or confidential news sources utilized by any reporter, photographer, editor, writer, correspondent or any other person employed by, and directly engaged in the gathering of news for the Employer and when the Employee has notified the Employer of such request, the Employer will make interim arrangements for immediate legal guidance and assistance for the Employee.

Any Employee so represented in any such proceeding by the Employer's attorney or other representative, shall not suffer any loss of pay or other benefits and shall further be made whole to the extent permitted by law against any fines or damages levied by any final judgement or decision in the action, except to the extent that such Employee has taken a course of action contrary to the advice of his counsel.

When there has been a breach of trust by the Employee toward the Employer, the Employer has no obligation to provide legal protection to the Employee.

ARTICLE 20: SEPARABILITY

Section 1.

This Agreement is subject to all applicable law, now or hereafter in effect, and to the lawful regulations, rulings and orders of regulatory commissions or agencies having jurisdiction. If any provisions of this Agreement is in contravention of the laws or regulations of the United States or the Commonwealth of Pennsylvania, such provisions shall be superseded by the appropriate provision of such law or regulation, so long as the same is in force and effect, but all other provisions of this Agreement shall continue in full force and effect.

ARTICLE 21: SEVERANCE PAY

Section 1.

Severance pay shall be computed on the basis of the salary received by the Employee at the time of his layoff and shall be subject to deduction of any advance or advances made to the Employee.

After one (1) year - one (1) week

After three (3) years - two (2) weeks

After five (5) years - three (3) weeks

Section 2.

In order for an Employee to receive severance pay upon resignation, said Employee must be employed as of January 1, 1~86 and comply with the provisions of Article XV.

ARTICLE 22: PENSION

Section 1.

Effective January 1, 1993, the Employer will implement a Pension Fund and provide a Pension for the bargaining unit Employees.

ARTICLE 23: TRANSFER AND PROMOTIONS

Section 1.

Notice of each vacancy shall be posted on all bulletin boards and notice shall be given to the Union of those bargaining unit jobs considered as bargaining unit positions.

Section 2.

An Employee desiring to fill a vacancy shall submit written application within five (5) working days of such posting.

Seniority in this Section means continuous length of service with the Employer from the last date of hire.

Section 3.

Any Employee who agrees to a promotion to another position shall accept the transfer or promotion for a trial period of ninety (90) days, which may be extended by mutual agreement between the Employer and the Union. During such trial period, the Employee or the Employer may elect to return the Employee to the position from which he transferred without penalty or prejudice. An Employee transferred or promoted shall receive the wage rate of the position from which he was transferred or promoted during the trial period. Upon successful completion of the trial period, the Employee shall receive the difference between his former wage rate and the minimum wage rate in the new classification from which the Employee advanced, or was transferred, retroactive to the date the Employee was transferred, not promoted.

The Employer will review the Employee's progress in the new position at the midpoint of the trial period.

At the end of such trial period, the Employee shall be confirmed the classification to which advanced or transferred, unless, in the opinion of the Employer, the Employee has been unable to perform the duties of the job. If so confirmed, the Employee shall be returned to the classification from which the Employee advanced or transferred without penalty or prejudice.

The Employer shall make available to the Union the criteria used in evaluating an Employee, the tests, if any, given to the Employee seeking promotion or transfer, and the results of such tests.

Section 4.

All Employees who apply for a vacant position, a transfer, or a promotion, if not selected,

will be informed in writing as to the reason for not receiving the position.

ARTICLE 24: VACATIONS

Section 1.

Employees shall receive an annual vacation with full pay on the following basis:

One (1) week after one (1) year

Two (2) weeks after two (2) to five (5) years

Three (3) weeks after six (6) to nine (9) years

Four (4) weeks after ten (10) years

Section 2.

An Employee's anniversary date shall be used to determine the number of weeks an Employee shall receive for vacation time off.

Section 3.

An Employee who does not take all his earned vacation during his vacation year may carry his vacation over into the following year.

Section 4.

Employees shall be entitled to consecutive vacation weeks off. Seniority will prevail in the selection of vacation weeks.' Vacation scheduling shall be in accordance with the efficient operation of the newspaper. All such requests must be written and approved in advance by Executive Editor or designee.

Section 5.

Employees who are laid off due to lack of work, or are terminated, shall be paid all earned vacation time up to the day of layoff or termination.

ARTICLE 25: HOLIDAYS

Section 1.

Employees who have completed their probationary periods shall be eligible for the following paid holidays:

New Year's Day
Martin Luther King's Birthday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day
Personal day(s) – Each member of the bargaining unit that is employed as of March 1, 2017 is entitled to 2 (two) personal days at their anniversary date of hire. Each bargaining unit member employed after March 1, 2017 is entitled to 1 (one) personal day at their anniversary date of hire.

Section 2.

If a holiday occurs during the Employee's paid vacation, the Employee shall, within thirty (30) days of such holidays, be granted another free day from work (in addition to his regular days off and vacation), without deduction for his salary. If possible, by mutual agreement between the Employee and his supervisor, said holiday falling during a paid vacation, may be added to the length of the vacation.

Section 3.

An Employee covered by this Agreement, who is required to work on any of the said holidays, shall be compensated at double the hourly rate.

Section 4.

When an Employee is called to work on his personal holiday, he shall be paid for all work performed that day at the rate of time and one-half. An Employee called in on their personal day shall be granted another day off equivalent to the number of hours worked.

Section 5.

The Employer hereby agrees that an Employee in the unit having zero (0) absences in any Agreement year shall be entitled to two (2) additional personal holidays in the following year. The personal holidays will be scheduled by mutual agreement between the Executive Editor or designee and the Employee.

ARTICLE 26: SICK LEAVE

Section 1.

Employees, after seventy-five (75) calendar days' probationary period, shall be entitled to paid sick leave earned at the rate of:

One (1) to two (2) years - one (1) week

Three (3) to five (5) years - two (2) weeks

Five (5) to nine (9) years - three (3) weeks

Ten (10) years or more - four (4) weeks

provided however, that at no time will an Employee be entitled more than ninety (90) days of sick leave. In the event that an Employee's probationary period is extended to ninety (90) days, the Employee shall receive sick leave benefits after the 75th calendar day. Employees shall be credited three (3) sick days upon completion of their probationary period and each year thereafter. An Employee may use these days in advance of being earned. However, in the event an Employee's service is terminated any days used that have not been earned shall be deducted from the Employee's final pay. An Employee's sick leave may be supplemented by the Employer's short-term disability program and long-term disability program subject to the provisions governing these programs. Employees may use accumulated sick day(s) at any time after they have been earned.

Section 2.

The Employee shall, upon recovery from illness, be reinstated to such Employee's regular position at the rate of pay then applying thereto under the terms of the then existing agreement between the Employer and the Union, or at the rate of pay received by such Employee at the time such absence began, whichever is higher.

Section 3.

The Employer shall maintain and continue in effect the Employer's established group hospitalization insurance plan now in effect or one of equivalent or improved benefits, for Employees covered by this agreement.

Section 4.

A doctor's certificate is required on the third day of consecutive absence.

ARTICLE 27: LEAVES OF ABSENCE

Section 1.

Upon written request, the Employer may, where practicable, grant Employees unpaid leave of absence for good and sufficient cause.

Section 2.

Upon Employee's request he shall be granted a leave of absence to accept a full-time position with the Union, and such leave shall be for no more than six (6) months. Four (4) weeks' notice of such leave shall be given to the Employer.

Section 3.

The Employer shall grant leaves of absence up to twelve (12) months without pay, provided:

(a) At the option of the Employee, the Employer shall grant maternity leave of up to twelve (12) months without pay, provided however, that the Employee has not had a vacation within ninety (90) days preceding the start of such leave, she shall be given an amount equal to her vacation pay. An Employee returning from maternity leave shall give the Employer four (4) weeks' notice of her intent to return and shall be reinstated to her job with full credit for accrued seniority for job security but not benefits. In all respects, maternity leave requirements shall be governed by applicable or state laws.

(b) It is understood that all applicable federal and state law pertaining to pregnancy disability will be observed. No Employee shall be required to take a leave of absence, nor shall an Employee's job duties or working

conditions be altered without her consent, on account of pregnancy, nor shall there be any penalty for pregnancy. The beginning and end of an Employee's term of disability due to pregnancy shall be at the discretion of the Employee's physician who must certify her ability to perform her prior duties. The Employer reserves the right to have the Employee examined by its own doctor. An Employee returning from such disability shall be reinstated to her job at the rate of pay then applying thereto under the terms of the agreement or the rate of pay received by her at the time her absence began, whichever is higher. During such leave an Employee shall accumulate full credit for seniority for job security but not benefits.

Section 4.

- (a) Upon a death in the immediate family of an Employee who completed his probationary period of employment, the Employee shall be given a minimum of five (5) scheduled working days off with pay. Immediate family for the purposes of this section shall be understood to mean: spouse, children and parents.
- (b) An Employee who has completed his probationary period shall be allowed three (3) days off with pay to attend the funeral of his brother, sister, grandparent, grandchild, mother-in-law and father-in-law.
- (c) An Employee who has completed his probationary period shall be allowed one (1) day off with pay to attend the funeral of his son-in-law, daughter-in-law, brother-in-law, uncle or aunt.
- (d) Any Employee who has not completed his probationary period shall be allowed one (1) day off with pay to attend the funeral of his immediate family. Immediate family shall be those enumerated in section 4(a) and the Employee is entitled to one (1) day off without pay to attend the funeral of the family listed in section 4(b).

Section 5.

Other leaves of absence without pay for other good reason will not be unreasonably denied. Such leave are limited to a maximum of ninety (90) calendar days. Such requests shall be in writing.

Section 6.

Upon return from leave of absence an Employee shall be reinstated in the same or a comparable position.

ARTICLE 28: MILITARY, OTHER SERVICE

Section 1.

An Employee who has completed his probationary period and leaves the employment of the Employer to enter any kind of military services of the U.S. Government or of any state, territory or federal district of the United States or service with any organization which is in lieu of such service, shall be considered an Employee on leave of absence up to a maximum of four (4) years and ninety (90) days.

Section 2.

An Employee leaving for such service shall receive accrued vacation pay.

Section 3.

Time spent in such service shall be considered time with the Employer in computing severance pay, experience rating, length of vacations and all other benefits which depend in whole or part upon length of service with the Employer, up to as maximum of four (4) years and ninety (90) days.

Section 4.

Application for resumption of employment must be made within ninety (90) days after termination of such service, plus travel time from separation to place of employment.

Section 5.

A leave of absence shall be granted to an Employee for training service, or call to duty for emergency service in connection-with conditions caused by natural phenomena or acts of man, including by way of example but not limited to storm, flood, fire, explosion, riot or other civil disturbance, with the National Guard, and the Army, Navy, Marine, Air Force or Coast Guard Reserve. Section three (3) and six (6) shall apply to all such leave herein. Resumption of work after such service shall be made within a reasonable time, including consideration for necessary travel time.

Section 6.

In all other respects, military leave shall be in accordance with applicable federal and state laws.

ARTICLE 29: PART-TIME AND TEMPORARY EMPLOYEES

Section 1.

A part-time Employee is one who works less than twenty (20) hours per week.

Section 2.

A temporary Employee is one employed for a special project or for a specific time, in either case not to exceed ninety (90) days, unless extended by mutual consent.

Section 3.

Part-time Employees shall be paid the minimum wage rate in their classification and receive wage increases based upon pro-rated service with the Employer and experience.

Section 4.

Part-time or temporary Employees shall not be employed where their employment eliminates regular Employees in that job classification.

Section 5.

Part-time Employees working twenty (20) hours or more per week shall receive pro-rated holiday and vacation benefits.

ARTICLE 30: MINIMUM SALARIES

Section 1.

The Philadelphia Tribune shall increase the base salary of each union member and the Union's Salary Schedule A (Job Rate) by 2% for contract year of 2018 and contract year 2019. The increase will be effective on the first full pay period during the month of March of each contract year.

A one-time lump sum payment of \$1,000 for each union member to be paid by March 31, 2017.

ARTICLE 31: GENERAL WAGE PROVISION

Section 1.

Experience Credit: In determining the minimum salary of a new or promoted or transferred Employee, the Tribune shall give him credit for experience he gained in comparable work elsewhere or at the Tribune. To enable the Tribune to give such credit to new Employees he shall inform the Tribune of previous experience and all post high school degrees and courses and shall furnish a college transcript. All information shall be verified by the Employer as soon as possible. In the event an application for employment is falsified, this shall be grounds for immediate termination.

The salary of a promoted Employee shall be determined in accordance with the above, or in accordance with Article XXII, section 3(a), whichever results in the higher salary. In either case, the resulting higher salary shall be retroactive to the starting date of the Employee's trial period in: the new position or to the date of promotion if the Employee was promoted without trial, in accordance with Article XXII, section 3(a).

Section 2.

Shift Differential: An Employee who regularly receives a differential shall continue to receive it while he is temporarily scheduled by the Tribune to start work at an earlier time.

Section 3.

Merit Pay Increase: Salaries established in this agreement are minimums only. They do not keep an Employee from seeking or the Tribune from putting into effect increases

above the minimums to recognize individual merit. . Disputes under this section shall not create an issue subject to arbitration under Article XXIX unless they involve a charge of violation of Article 1, section 1.

Section 4.

Should the Employer create a new job, the Employer shall furnish the Union with a proposed job description and the parties shall negotiate a new minimum.

Section 5.

Merit Increases and Incentive Plan: The Employer has the right to pay wages higher than those set forth herein.

Section 6.

Payment: Payment of expenses shall be made weekly and payment of salary shall be made biweekly.

Section 7.

The Employer shall provide tuition assistance on a reimbursable basis to Employees. Employees may be reimbursed for fifty percent (50) of tuition costs up to a maximum of seven hundred and fifty dollars (\$750.00) during a calendar year. While the Employer shall establish the specific guidelines, generally Employees must have been employed for a minimum of two (2) years and the course work must be related to the Employee's job and the Employee must receive at least a "C" grade in the course for which reimbursement is requested.

ARTICLE 32: WORKING CONDITIONS

Section 1.

The Employer will purchase all photographic equipment for photographers. The purchase will be made in consultation with the photographers and the company making the final decision.

Section 2.

The Employer shall insure that the Employer's premises are in conformity with federal, state and local health and safety laws and regulations, and shall provide clean, healthy and safe working conditions. The Employer shall make every effort to insure optimum working conditions. The Employer will furnish a clean environment to eat lunch/dinner that includes a

refrigerator after renovations are completed to the building.

Section 3.

The Employer also agrees to pay the first one hundred dollars (\$100.00) of any automobile insurance policy deductible payable by an Employee for damage to the Employee's automobile, resulting from hazardous conditions encountered while on the pre-approved assignment and the Employee signed the statement of automobile ownership and liability.

ARTICLE 33: EXPENSES AND EQUIPMENT

Section 1.

The Employer shall pay all authorized expenses incurred by Employees in the bargaining unit while in the service of the Employer.

Section 2.

The Employer shall compensate Employees at the standard mileage rate in accordance with Internal Revenue Service's prevailing rate for employees that use their automobiles for approved business use.

ARTICLE 34: GENERAL PROVISIONS

"

Section 1.

An Employee called to serve on a jury or to testify at a court or administrative proceeding shall receive regular weekly salary minus any compensation received for such duty or appearance during period of such service or appearance. An Employee must submit written documentation that he was subpoenaed and served. A night shift Employee called for such service or appearance shall not be required to work on the day or days so spent.

Section 2.

The Employer shall provide, at no cost to the Employee, life insurance in the amount of ten thousand dollars (\$10,000.00) payable to the Employee's beneficiary or estate. All Employees shall receive a copy of the policy. If there is a change in the amount payable to the Employee's beneficiary or estate the Employer shall notify the Employee.

Section 3.

Effective March 1, 2006 the Employer shall pay fifty per cent (50) of the Employer's designated base health insurance coverage plan (Keystone Health Plan East, HMO 10) at the single rate, for any Employee hired after March 1, 2002. This percentage applies to any plan that may be offer by the Employer. As the Employer shall offer the Independent Blue Cross Flex 3 Plan, please refer to the attached exhibits For the Employer's and Employee's contributions for the first year of the contract only under the Independence Blue Cross Flex 3 Plan.

Employees hired prior to March 1, 2002 shall continue to pay thirty- five (35) percent of the Employer's designated base health plan.

The Union and The Employer shall meet as necessary to evaluate other options in the event there are increases or decreases in the costs of any plan offered by the Employer.

Section 4.

The Employer shall provide tuition assistance on a reimbursable basis to Employees. Employees may be reimbursed for fifty per cent (50) of tuition costs up to a maximum of seven hundred and fifty (\$750.00) during a calendar year. While the Employer shall establish the specific guidelines, generally Employees must have been employed for a minimum of two (2) years and the course work must be related to the Employee's job and the Employee must receive at least a "C" grade in the course for which reimbursement is requested.

ARTICLE 35: GROUP LEGAL SERVICE FUND

Section 1.

The Employer shall contribute to the District 1199C Group Legal Services Fund, a jointly administered trust fund, on a monthly basis, the sum of eight cents (.08) for each hour paid Employees (effective February 28,2006 and ten cents (.10) effective September 1,2009) who have satisfactorily completed their probationary period based on the previous month's payroll.

Section 2.

Such contribution shall be paid by the Trustees of the Group Legal Services Fund for the purpose of providing the Employee with legal services and related benefits, as the Trustees of the said fund may from time to time determine.

Section 3.

The Trustees of the Group Legal Service Fund shall be composed of an equal number of representatives designated by the Union and by the Employers. Such Trust Agreement shall provide for block voting and for the resolution of any dispute or deadlock between or among the Trustees by arbitration, as provided elsewhere in this agreement.

Section 4.

Such monthly payments shall be due in the Fund office on or before the 15th day of each month and shall be based on the previous month's gross payroll. Together with the periodic payment herein provided, the Employer shall submit monthly reports in such form as may be necessary for the sound and efficient administration of the Fund.

Section 5.

An independent audit of the Group Legal Services Fund shall be made annually and a statement of the results thereof shall be furnished to the Employer. The Employer agrees to make available to the Group Legal Services Fund any such records of Employee names, classifications, dates of hire, hours of work, social security numbers, accounts of payroll and/or wages paid, and dates of termination or leave which the Fund may require in connection with the sound and efficient administration of the Fund or that may be so required in order to determine the eligibility of Employees for Fund benefits, and to permit an accountant for the Fund to audit such records.

Section 6.

The Group Legal Services Fund shall be operated at all times pursuant to the provisions of Section 302 of the National Labor Relations Act, as amended, and all prevailing federal and state laws as well as the canons of professional ethics governing the operation of group legal services programs. No funds contributed by the Employer pursuant to this Article shall be used to finance litigation by Employees of the Employer against the Employer or the Union.

Section 7.

Any dispute which arise between the parties as to a claim that any payment to the Fund is overdue and interest, if any, due thereon shall be handled in accordance with the Arbitration

Salary Schedule "A"

<u>Title</u>	<u>3/1/2016</u>	<u>3/1/2018</u>	<u>3/1/2019</u>
Assistance Photographer	27,949.09	28,508.07	29,078.23
Photographer	31,940.05	32,578.85	33,230.43
Copy Editor Assistance	29,279.02	29,864.60	30,461.89
Copy Editor 1	31,278.94	31,904.52	32,542.61
Copy Editor2	33,274.73	33,940.22	34,619.02
Senior Copy Editor	36,602.54	37,334.59	38,081.28
Reporter Assistance	29,279.02	29,864.60	30,461.89
Reporter I	31,278.94	31,904.52	32,542.61
Reporter II	36,602.54	37,334.59	38,081.28
Reporter III	37,544.21	38,295.09	39,060.99
Reporter IV	39,955.05	40,754.15	41,569.23
Senior Reporter	44,243.89	45,128.77	46,031.35

Revised 1/30/2017

Salary Schedule "A"

Title	<u>3/1/2017</u>	<u>3/1/2018</u>	<u>3/1/2019</u>
Assistance Photographer	27,949.09	28,508.07	29,078.23
Photographer	31,940.05	32,578.85	33,230.43
Copy Editor Assistance	29,279.02	29,864.60	30,461.89
Copy Editor 1	31,278.94	31,904.52	32,542.61
Copy Editor 2	33,274.73	33,940.22	34,619.02
Senior Copy Editor	36,602.54	37,334.59	38,081.28
Reporter Assistant	29,279.02	29,864.60	30,461.89
Reporter I	31,278.94	31,905.52	32,542.61
Reporter II	36,602.54	37,334.59	38,081.28
Reporter III	37,544.21	38,295.09	39,060.99
Reporter IV	39,955.05	40,754.15	41,569.23
Senior Reporter	44,243.89	45,128.77	46,031.35

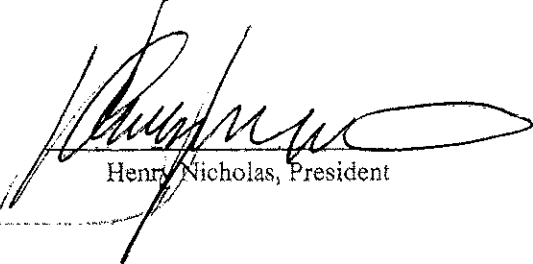
Revised 1/30/2017

Article of this agreement.

ARTICLE 36: DURATION AND RENEWAL

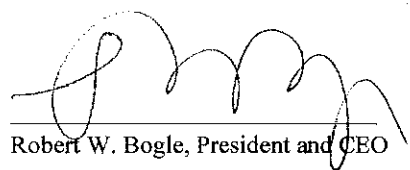
This Agreement shall be in full force and effect for the period commencing March 1, 2017, and ending February 29, 2020, at midnight. Within sixty (60) days prior to the termination of this Agreement, the Employer and the Union shall initiate negotiations for such new Agreement.

NATIONAL UNION OF HOSPITAL AND
HEALTH CARE EMPLOYEES, AFSCME,
AFL-CIO, AND ITS AFFILIATE DISTRICT
1199C /



Henry Nicholas, President

THE PHILADELPHIA
TRIBUNE COMPANY, INC.



Robert W. Bogle, President and CEO