

AGREEMENT

BETWEEN

CITY NEWS SERVICE, INC.

AND

CWA 9003

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

JANUARY 1, 2024

TO

DECEMBER 31, 2028

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ARTICLE I
RECOGNITION

Section 1:

The Company hereby recognizes the Union as the exclusive bargaining agent under the National Labor Relations Act for its employees in the following unit: All reporters employed in any California County Bureau of City News Service, Inc. to report, write, edit and transmit news on the Company's Headquarters facilities; excluding all office clerical employees; the Senior Editor, Editor, City Editor, County Bureau Chiefs, News Editor, Entertainment Editor; and other supervisors as defined in the Act.

Section 2:

The Company agrees not to sell or assign its business without expressly providing in the contract of sale or assignment that the purchaser or assignee may be bound by all of the contract rights of the employees under this collective bargaining agreement.

ARTICLE II
UNION SECURITY

Section 1:

All employees in the bargaining unit on or after the effective date of this Contract, shall as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members for the period from such effective date, or, in the case of employees entering into the bargaining unit after the effective date, on or after the sixtieth (60) day after such entrance, whichever of these dates is later, until the termination of this Contract. For purposes of this Section, "employee" shall mean any person in the bargaining unit.

Section 2:

The Company may inform employees and applicants for employment of their rights and obligations under the provisions of this Section.

ARTICLE III

PAYROLL DEDUCTION OF UNION DUES

Section 1:

The Company agrees to make payroll deductions of Union dues and initiation fees or the equivalent thereof when authorized to do so by the employee on a form supplied by the Union as set forth in Appendix C in an amount as certified to the Company by the Secretary-Treasurer of Local 9003 and to pay over to the Secretary-Treasurer of Local 9003 any amounts so deducted.

Section 2:

The Company agrees that, upon receipt of an individual written request on a form approved by the Company and signed by an employee covered by this Agreement, it will deduct monthly from such employee's wages the amount of Union dues and initiation fees specified in such request and forward the full amount thus deducted to the Secretary-Treasurer of Local 9003 or his/her authorized agent by the end of the month from when the dues are deducted. The request may be revoked by the employee at any time upon his/her request to the Company and such request should, be directed to the appropriate Company representative. The Secretary-Treasurer of Local 9003 can also revoke the dues authorization of any employee upon the Secretary-Treasurer's of Local 9003's written request to the Company's appropriate representative.

In general, dues deductions will be made in designated pay periods in the current month for properly executed dues deduction authorizations received by the appropriate Company

representative on or before the twenty-fifth (25th) day of the preceding month. However, the Company assumes no responsibility either to the employee or to the Union for any failure to make or for any errors in making such deductions, but will make such efforts as it deems appropriate in correcting any such errors or omissions.

Section 3:

An employee's authorization shall be automatically cancelled upon termination of employment, or upon termination of this Agreement. An employee's authorization shall be suspended upon leave of absence in excess of thirty (30) calendar days. The employee's authorization shall be reinstated after a return from leave of absence.

Section 4:

Any change in the amount of monthly Union dues will be certified to the Company by the Secretary-Treasurer of Local 9003 at least four (4) weeks prior to the effective date. A certification, which changes the dues shall become effective the month following the date the Company receives such certification.

ARTICLE IV

APPLICATION OF AGREEMENT

Section 1:

As a condition to continued employment, each employee shall be required to obtain and maintain valid press passes issued by the respective law enforcement agencies where applicable.

Section 2:

In applying the provisions of this Agreement, the following definitions control:

- (a) A "full-time" employee is a person employed for a normal forty (40) hour-per-week work assignment.

- (b) A “part-time” employee is a person regularly employed for less than forty (40) hours per week, on an average, each nine (9) week period. The Company may initially employ a “part-time” employee on a full-time basis, for up to four (4) weeks of training.
- (c) A “temporary” employee is a person employed to fill-in for a full-time or part-time employee or to perform work of a temporary nature.
- (d) A “student intern” is a student receiving college credits and no pay from the Company assigned not more than twenty (20) hours per week.

Section 3:

Part-time and temporary employees shall receive benefits under the Agreement only when specifically mentioned. Student interns are not covered by this Agreement.

ARTICLE V

RESPONSIBLE UNION - COMPANY RELATIONSHIP

The Company and the Union recognize that it is in the best interests of both parties, the employees, and the public that all dealings between them continue to be characterized by mutual responsibility and respect. To insure that this relationship continues and improves, the Company and the Union and their respective representatives at all levels will apply the terms of this contract fairly in accord with its intent and meaning and consistent with the Union’s status as exclusive bargaining representative of all employees covered by this contract. Each party shall bring to the attention of all employees in the units covered by this contract, including new hires, their purpose to conduct themselves in a spirit of responsibility and respect and of the measures they have agreed upon to insure adherence to this purpose.

ARTICLE VI

MANAGEMENT'S RIGHTS

Section 1:

Management functions and the exercise thereof shall be unqualified, shall remain exclusively in the Company and shall include without limitation all matters not covered in this Agreement, as well as the following:

- (a) To hire, promote, transfer, discipline, maintain efficiency, increase or decrease the work force, discharge regular employees for just cause and discharge employees during the first ninety (90) days of their employment, subject to the grievance procedure, excluding arbitration.
- (b) To determine the work schedules and assignments for all employees, and to assign and transfer employees from beat to beat, beat to desk, desk to beat in its sole discretion.
- (c) To determine what work will be performed by employees, what work will be discontinued, and what news will be transmitted on the Company's facilities.

Section 2:

If, in the opinion of the Company, the normal ninety (90) day probationary period is not sufficient to evaluate the performance of any new employee, the Company may extend the probationary period for that employee for an additional ninety (90) day period; provided that the Company has discussed the reason for the extension with the employee and with the Union (if the employee requests).

The Company may discharge employees during this ninety (90) day extension of the probationary period, subject to the grievance procedure, excluding arbitration.

Section 3:

After completing the probationary period and any extension thereof as permitted by this Agreement, an employee may be discharged only for just cause. Just cause includes, but is not limited to, the following: consuming alcoholic beverages or other intoxicants on the job, being under the influence of alcohol or other intoxicants on the job, possessing controlled substances on the job, frequent absences, sleeping on the job, leaving one's place of work without permission, insubordination, inadequate job performance and engaging in any activity, whether for profit or otherwise, which creates a conflict of interest or tends to compromise the integrity of the Company.

ARTICLE VII

UNION REPRESENTATIVES

Section 1:

Any two employees designated by the Union will be granted reasonable time off to carry out the business of the Union. Such time off shall be without pay but shall be considered as time worked for the purpose of determining seniority, wage increases and other benefits.

Section 2:

Any two employees designated by the Union will be granted reasonable time off to negotiate the collective bargaining agreement. Such time off shall be without pay but shall be considered as time worked for the purpose of determining seniority, wage increases and other benefits.

Section 3:

Any time off for Union business or negotiation must be requested at least a week in advance, whenever possible.

ARTICLE VIII

GRIEVANCE PROCEDURE - ARBITRATION

Section 1:

A dispute, claim or difference between the Company and an employee or the Union, arising out of the meaning, interpretation or application of the terms of this Agreement shall be considered a grievance and handled in the following manner:

- Step (1) An employee, through the Union, shall orally present the grievance to the employee's supervisor within fifteen (15) days following the events on which the grievance is based. The supervisor will respond to the grievance within seven (7) days from the date the oral grievance is presented.
- Step (2) If the grievance is not satisfactorily resolved during Step 1 of this procedure, the employee, through the Union, shall submit a written grievance to the Company within seven (7) days from the date of the supervisor's answer in Step 1 was received or due (whichever period is shorter). The Company's designee will meet with the employee's representative within fourteen (14) days from the date the written grievance is received. The Company's designee shall respond in writing within fourteen (14) days from the date of the second step meeting.

Step (3) If the grievance is not resolved at the second step, either party has ten (10) days from the date the second step answer is received or due (whichever period is shorter) to notify the other party of their desire to proceed with arbitration or mediation.

Section 2:

Upon mutual agreement between the Company and the Union, grievances appealed to arbitration may be mediated. If the request for mediation is denied, the request will be considered a request for arbitration.

- (A) The party requesting mediation will request a list of five (5) mediators from the Federal Mediation and Conciliation Service. The Company and Union shall alternately strike one name from the list and the remaining name on the list shall be selected.
- (B) The mediation conference will be conducted at the earliest available date at a location to be selected mutually between the Company and the Union. The spokesperson for the Company will be the Executive Vice President or designee. The spokesperson for the Union will be the steward for designee from the bargaining unit. Neither party will use an attorney at the mediation conference. Proceedings before the mediator shall be informal and no record of the mediation conference shall be made. The mediator may meet separately with the parties during the mediation conference.

- (C) The mediator will not have authority to compel the resolution of a grievance. A settlement reached through the mediation process will not be precedent setting.
- (D) If no settlement is reached during the mediation process, the mediator shall provide the parties with an immediate oral advisory opinion and state the basis for that opinion, unless both parties agree that no oral advisory opinion is desired. At the conclusion of the mediation process, the mediator shall return each document received to the party which offered the document.
- (E) If no settlement is reached during the mediation process, the grievance may be scheduled for arbitration in accordance with the provisions of this Agreement. In that arbitration neither party may refer to the mediation conference or to any statement made by the mediator or witness during the conference. The mediator may not serve as arbitrator of the dispute he/she heard as a mediator.
- (F) By agreeing to mediation, the Company does not acknowledge that the case is properly subject to arbitration and reserves the right to raise this issue notwithstanding its agreement to mediate.
- (G) The compensation and expenses of the mediator and the general administrative expenses of the mediation conference shall be borne equally by the parties. Each party shall be responsible for payment for time consumed by and expenses of its representatives and witnesses.

Section 3:

Any step of the grievance procedure may be waived if mutually agreed to by both parties in writing.

Section 4:

If a grievance is submitted to arbitration, the Federal Mediation and Conciliation Service shall be requested to submit a list of five (5) arbitrators. The Company and the Union, by lot, shall alternately strike two (2) names and the one (1) remaining person on the list will be designated as the impartial arbitrator.

Section 5:

The arbitrator shall have no authority to add to, subtract from or change any of the terms of the Agreement. The decision of the arbitrator shall be final and binding on each of the parties, and they will abide thereby subject to such laws as may apply.

Section 6:

The impartial arbitrator shall decide which party shall be responsible for the arbitrator's fee.

Section 7:

Except for grievances concerning routine calculation of wages or benefits required by this Agreement, no claim shall be made for retroactive adjustment of any grievance prior to forty-five (45) calendar days from the date of filing of a grievance. A grievance shall be without effect unless filed in accordance with the procedure and time limits set forth in this Article, but the time limits set forth may be mutually extended in writing.

ARTICLE IX

WAGES

Section 1: Wage Rates

Employees shall be paid wages as provided in Appendix A attached hereto.

Section 2: Overtime

Time and one-half (1 ½) of the employee's regular rate of pay shall be paid for all work performed in excess of eight (8) hours a day, and for all work performed on the sixth (6th) consecutive day of work. All work performed on the seventh (7th) consecutive day of work shall be paid at double (2) the regular rate of pay. At no time will an employee be entitled to more than double (2) his or her regular rate of pay.

If the Company and employee agree, compensatory time off may be taken by any employee instead of overtime, subject to applicable state and federal law. The amount of compensatory time off shall equal the number of hours for which overtime would have been paid.

Each employee may be required to work every other holiday. Any employee who works on any of the holidays recognized by this agreement shall receive one and one half (1 ½) times the employee's regular rate of pay for all hours actually worked.

Scheduling of compensatory time off must be approved in advance by the Company and is subject to all the requirements for vacation time off as described in Article XI, Section 3.

Section 3: Call-In Pay

Employees who are called in to work at times outside of their regular shift shall be guaranteed at least four (4) hours work or be paid a minimum of four (4) hours pay at their regular rate of pay. Responding to a telephone message, email or text message from CNS managers or editors during non-working time shall not trigger call-in pay or report pay.

However, time actually spent responding to such messages shall be considered time worked.

Employees shall record and submit actual time responding to such messages with a minimum of 5 minutes per applicable telephone message, email or text message.

Section 4: Report Pay

Any employee who reports for work at the regular starting time of his or her shift and has not been advised by the Company prior to reporting not to so report, shall be guaranteed at least four (4) hours of work or paid a minimum of four (4) hours pay at his or her regular rate of pay. Responding to a telephone message, email or text message from CNS managers or editors during non-working time shall not trigger call-in pay or report pay. However, time actually spent responding to such messages shall be considered time worked. Employees shall record and submit actual time responding to such messages with a minimum of 5 minutes per applicable telephone message, email or text message.

Section 5: Shift Differentials

Any employee who works a regular shift that requires him or her to be on duty for five or more hours between 6:00 p.m. and 6:00 a.m. or on Sunday shall be paid an extra five percent of his or her regular pay for each such shift. Any employee who works a regular shift that requires he/she to be on duty for five (5) or more hours starting between 2:00 a.m. and 4:00 a.m. shall also be paid an extra five (5) percent of his/her regular pay for each such shift.

Section 6: Workweek

The Company agrees to make its best effort for the workweek to consist of five (5) consecutive days of work with two (2) consecutive days off.

ARTICLE X

HOLIDAYS

Section 1:

The following shall be paid holidays:

New Year's Day	Memorial Day
Labor Day	Independence Day
President's Day	Thanksgiving Day
Christmas Day	

In addition, each regular full-time employee shall select one of the following days as an eighth paid holiday:

Veterans Day	Martin Luther King Day
Cesar Chavez Day	Juneteenth

A selection must be made before the start of the year and, if no selection is made, the employee will have Veterans Day as a holiday.

Section 2:

Any full-time employee taking his or her vacation in a week in which a holiday falls shall receive an extra day's pay or an extra day of vacation at the employee's option.

Section 3:

Holidays shall be observed on the day generally recognized by City and County government offices. If there is a split among these offices, the Company shall decide the day.

ARTICLE XI

VACATION

Section 1:

All full-time employees with one year or more of credited service shall be granted a vacation within each calendar year. The length of annual vacations shall be based on net credited service as shown by the records of the Company and shall be determined as follows:

<u>NET CREDITED SERVICE</u>	<u>VACATION TIME</u>
(a) After 1 year	1 week
(b) After 3 years	2 weeks
(c) After 5 years	3 weeks
(d) After 10 years	3 weeks, plus 3 days
(e) After 23 years	4 weeks

Section 2:

All part-time employees who have accrued 2,000 hours or more work for City News Service shall be granted a vacation within each calendar year of two (2) days. For each additional 2000 hours, part-time employees shall be granted two (2) additional days of vacation per calendar year. A full-time employee who transfers to a part-time position shall retain the same vacation entitlement as on the date of transfer, prorated based on the employee's part-time schedule.

Section 3:

Vacation time must be taken within one (1) year after the year in which it is earned. The employee must request vacation in writing at least one (1) month before the requested commencement date. The Company has sole discretion to approve requested vacation time, with

the understanding that approval will not be withheld unreasonably. The Company will consider length of service with the Company when deciding between conflicting vacation requests.

ARTICLE XII

SICK LEAVE

Section 1:

After four (4) months of credited service with the company, an employee is entitled to two and one-half (2 ½) days sick leave with pay. Thereafter, an employee is entitled to one and three-quarters (1 ¾) days sick leave with pay for each three (3) months of credited service with the Company.

At the end of the calendar year, if an employee has earned unused sick leave, the employee may elect one of the following options:

- (a) to be paid for the earned unused sick leave;
- (b) to accumulate the sick leave from year to year to a maximum of ten (10) sick leave days; or
- (c) to have the earned unused sick leave transferred into scheduled vacation time up to a maximum of three (3) days.

Section 2:

Sick leave and pay shall be pro-rated for part-time employees.

Section 3:

Employees shall receive time off for necessary doctor's visits, chargeable to sick leave.

Section 4:

An employee may take up to three (3) days sick leave per year for personal business. Such days shall be requested at least one (1) week in advance, except where circumstances prevent such notice.

ARTICLE XIII

LEAVES OF ABSENCE

Section 1: Military Leave

Military leave of absence, without pay, shall be granted in accordance with federal law.

Section 2: Union Leaves

Any employee selected for a position with the Union, which takes him or her away from work with the Company for a period greater than six (6) months shall, upon written request from the Union, receive a leave of absence for the period of service with the Union. Upon his or her return, the employee shall be re-employed in the same position held prior to beginning the leave of absence, or to a position generally similar to that in which he or she was employed at such time, with full seniority status, provided such position or similar position is available. The employee must apply for reinstatement within thirty (30) days after leaving the employ of the Union. The Company has thirty (30) days after application to reinstate the employee.

Section 3: Death-in-the-Family Leave

An employee shall not lose pay for time lost for a period of up to three (3) scheduled work days where such lost time is caused by the death of a member of his or her immediate family. The immediate family shall consist of parents, grandparents, husband, wife, unmarried person living with the employee as spouse, children, brother, sister and legal guardians.

Section 4: Personal Leave

Employees who have completed twelve (12) months of credited service may be permitted to take leave of absence from active employment for personal reasons without pay, up to three (3) months. After two (2) years full-time employment, the employee may be granted, up to six (6) months leave. Employees must state reasons for leave and notify the Company of any changes in plans. Dishonesty in representations of reasons for leave or changes in plans is grounds for termination. The Company retains the right to revoke leaves of absence.

An employee on leave of absence will be considered to have terminated his or her employment under the following conditions:

- (a) If he or she has not notified the Company in writing by the end of the leave period that he or she is ready to return to work.
- (b) If he or she applies for unemployment insurance benefits while on leaves of absence.

The Company will pay the employee at the beginning of his or her absence, the computed pay for accrued vacation for which he or she is eligible, if the employee so requests.

Time on personal leave of absence in excess of thirty (30) days will not be considered in computing seniority or benefits.

An employee on a personal leave of absence may continue insurance coverage by paying 100 percent of the premium for the period of leave, subject to the insurance plan rules. Such coverage must be requested at the time the leave is requested.

Section 5: Maternity Leave

Employees who are pregnant will be granted maternity leave of absence in accordance with the requirements of state law.

Section 6: Leaves and Medical Insurance

In the case of a leave of absence due to a pregnancy, or a bonafide illness or injury that prevents an employee from performing his her normal duties for the Company, and where the employee has provided a medical doctor's certification of such disability, the Company may, at its discretion, pay its normal contribution of the employee's medical insurance, but under no circumstances for a period any longer than six (6) months.

ARTICLE XIV

SENIORITY

Section 1:

Seniority, whenever used in this contract, shall mean net credited service as shown by the records of the Company. Full-time employees accrue one (1) month's credit service for each calendar month employed by the Company. Part-time employees' hours of employment will be accrued and credited toward seniority when they become full time at the rate of one (1) month for each 160 hours employed by the Company.

Section 2:

No employee shall begin to accrue seniority until he or she has completed his or her probationary period. After completion of the probationary period, seniority shall relate back to the original date of hire.

Section 3:

In case of permanent layoff due to lack of work, economic reason or editorial decisions, no regularly scheduled full-time employees shall be laid off before part-time and temporary employees are laid off. The Company shall offer part-time positions to full-time employees. If

the full-time employees refuse such positions, they shall be considered laid off and the Company may recall laid off part-time employees.

ARTICLE XV

SEVERANCE PAY

Section 1:

Employees who permanently leave the Company for the following reasons shall be paid a severance allowance:

- (a) Employees who are permanently terminated due to no fault of their own.
- (b) Employees who retire from the Company after ten (10) years of service and who are at least 59 years of age at the date of retirement.
- (c) Employees who are permanently and totally disabled.

Section 2:

Such severance will be in accordance with the following table subject to all appropriate deductions:

CREDITED SERVICE WITH THE COMPANY	SEVERANCE ALLOWANCE TO BE PAID AT EMPLOYEE'S CURRENT BASIC WAGE RATE
Less than one year	0
After one year	1 week
After two years	2 weeks
After three years	3 weeks
After four years	4 weeks
After ten years	5 weeks

After fifteen years

7 weeks

After twenty-five years

8 weeks

Section 3:

Any vested vacation pay due any employee will be paid in addition to the severance allowance if the employee has not had his/her vacation pay.

Section 4:

No severance will be paid to employees who voluntarily quit. An employee absent for two (2) scheduled work days without calling in may be deemed to have voluntarily quit.

ARTICLE XVI

NO STRIKES

Section 1:

For the duration of this Agreement, the Union, its officers, representatives and members agree that they shall not cause, participate in, or condone, any strike, sympathy strike, slowdown, stoppage of work, or any economic action whatsoever against the Company, at the Company's offices, client offices and/or news events. The Company agrees that it shall not cause or engage in any lockout.

Section 2:

Any unauthorized strikes, sympathy strikes, slowdowns, or work stoppages described in Section 1 above that is engaged in by the Union, its officers, representatives and/or members shall be deemed to be in violation of this Agreement, and such employees may be terminated at the sole option of the Company. The Union, upon receipt of notice from the Company, shall take immediate action to instruct the employees to immediately cease such unauthorized activities.

Section 3:

Notwithstanding anything herein to the contrary, the Company and the Union shall both have the right to injunctive relief if either one of the parties hereto violates this Article.

ARTICLE XVII

BULLETIN BOARDS

Section 1:

The Company agrees to install or to move bulletin boards for the exclusive use of the Union. Bulletin boards shall be furnished by the Union.

Section 2:

The size of the bulletin board shall be approximately 18" x 36", 24" x 36", or 12" x 24" in dimension.

Section 3:

The number and location of bulletin boards shall be determined jointly by the Union and the Company with due respect to visibility and accessibility to employees for whom the Union is the recognized representative.

ARTICLE XVIII

STATE OR FEDERAL LAW

Section 1:

Nothing in this Agreement shall be construed to require either of the parties to act contrary to any state or federal law. In the event such conditions arises, it is agreed that this Agreement shall be deemed to be modified in respect to either or both parties to the extent necessary to comply with the law.

ARTICLE XIX

COLLECTIVE BARGAINING

Section 1:

The Company and the Union shall keep each other informed of the personnel authorized to represent them.

Section 2:

Meetings between representatives of the Company and the Union shall be held upon reasonable notice by either party to the other.

Section 3:

This Agreement may be amended at any time upon mutual agreement of the parties.

ARTICLE XX

PARKING AND MILEAGE REIMBURSEMENT

The Company agrees to furnish parking for general assignment reporters who are required to use their personal automobiles for reporting assignments. Employees will be paid mileage at the rate recognized by the Internal Revenue Service when using their personal automobiles for reporting assignments.

ARTICLE XXI

HEALTH AND SAFETY

Section 1:

The Company will continue its policy of striving to reduce noise in offices wherever possible within reasonable physical and financial limits and will abide by the standards of the Occupational Safety and Health Act of 1970 as those standards relate to noise.

Section 2:

Upon request of the Union, the Company will meet with a committee of the Union once annually to discuss health and safety considerations.

ARTICLE XXII

SCHEDULING

Section 1:

The company shall post the schedule in an electronic form accessible to employees and shall modify the schedule, as needed, to show changes in assignments and substitutes for vacation periods and other leaves. The company shall make its best effort to post the weekly work schedules not less than two (2) weeks prior to the effective date.

Section 2:

Part-time employees shall call the desk between 9:00 a.m. and 5:00 p.m. each Friday to determine whether their schedule has been changed.

Section 3:

It is understood and agreed that the Company may, in its discretion, change schedules after they are posted. No change shall be made affecting an employee unless that employee is notified of the change prior to the new shift date.

Section 4:

Where more than one (1) employee has requested a particular vacant beat, the Company agrees to consider, among any other factors it deems appropriate, the respective seniorities of the employees. It is not the intent of this section to make seniority a deciding factor in any such selection.

Section 5:

The Company shall notify the Union office **and all bargaining unit employees** of available job openings and also notify each Company office and beat location.

ARTICLE XXIII

JURY DUTY

The Company shall pay a full-time employee who is required to serve on jury duty his or her regular wage, up to a maximum of ten (10) days. To receive this benefit, the employee must notify the Company immediately upon learning the dates for jury duty and the employee must also inform the Company of any changes in his or her jury duty schedule.

ARTICLE XXIV

DURATION OF AGREEMENT

This Agreement shall become effective on **January 1, 2024**, and shall remain in full force and effective through **December 31, 2028**. It shall be considered self-renewing for yearly periods thereafter, unless notice in writing is given by either party at least sixty (60) days prior to the expiration date that the party giving notice to change, modify or cancel the Agreement (it being understood and agreed that a notice to change or modify shall not be construed as a notice of cancellation).

Communications Workers of America

City News Service, Inc.

Title

Title

Date

Date

APPENDIX A

WAGE SCHEDULE

FULL – TIME					
	1/1/24 - 4%	1/1/25- 2.5%	1/1/26 -2%	1/1/27-2%	1/1/28-3%
First 1 1/2 YOS: Rate of Pay	\$819.93	\$840.42	\$857.23	\$878.64	\$905.00
After 1 1/2 YOS: Rate of Pay:	\$850.98	\$872.25	\$889.70	\$911.92	\$939.28
After 3 YOS: Rate of Pay:	\$882.03	\$904.09	\$922.17	\$945.20	\$973.56
After 4 1/2 YOS: Rate of Pay	\$914.20	\$937.06	\$955.80	\$979.67	\$1,009.06
After 6 YOS: Rate of Pay	\$945.27	\$968.90	\$988.28	\$1,012.96	\$1,043.35
After 7 1/2 YOS: Rate of Pay	\$979.65	\$1,004.14	\$1,024.22	\$1,049.81	\$1,081.30
After 9 YOS: Rate of Pay	\$1,015.14	\$1,040.52	\$1,061.33	\$1,087.85	\$1,120.48
After 10 1/2 years of service	\$1,046.20	\$1,072.35	\$1,093.80	\$1,121.13	\$1,154.76
After 13 1/2 years of service	\$1095.01	\$1,122.38	\$1,144.83	\$1,173.43	\$1,208.63
After 16 1/2 years of service	\$1,146.03	\$1,174.68	\$1,198.17	\$1,228.11	\$1,264.95

PART – TIME						
<u>AS OF 1/1/24, EACH PART TIME EMPLOYEE SHALL RECEIVE A 2.5% INCREASE ON THE HOURLY BASE RATE OF PAY EARNED AS OF 12/21/23. FOR EACH CALENDAR YEAR THEREAFTER, EACH PART TIME EMPLOYEE SHALL RECEIVE A 2.5% INCREASE OVER THE PREVIOUS CALENDAR YEAR HOURLY BASE RATE, EFFECTIVE JANUARY 1 OF EACH REMAINING YEAR OF THIS AGREEMENT, THE LAST WAGE INCREASE UNDER THE AGREEMENT IS 1/1/28</u>	1/1/24	1/1/25	1/1/26	1/1/27	1/1/28	
	Under 2,000 hours work For City News Service	Min hourly base \$19.00	Min hourly base \$19.48	Min hourly base \$19.96	Min hourly base \$20.46	Min hourly base \$20.97
	2,000 or more hours work for City News Service	\$20.00	\$20.50	\$21.01	\$21.54	\$22.08
	7,500 or more hours work for City News Service	\$22.00	\$22.55	\$23.11	\$23.69	\$24.28

Section 2:

The parties agree that, in the last quarter of 2027, the Union may request to reopen negotiations on the single issue of wage increases for bargaining unit employees for calendar year 2028, notwithstanding the written terms of the Wage Schedule for calendar year 2028. The Union agrees, however, that the Company has the exclusive right to either agree to reopen negotiations or reject the Union's request for the subject reopener.

Section 3:

Following the bargaining unit's ratification of this Agreement, and within 30 calendar days of notice from the Union to the Company of such ratification, the Company shall pay to all bargaining unit employees the wage increase in effect for calendar year 2024 retroactive to January 1, 2024. The retroactive pay will be made to each bargaining unit employee in an off-cycle check.

APPENDIX B

BENEFITS

The Company will pay sixty (60%) percent of each full-time employee's medical insurance, except as specified herein. The Company shall make a good faith effort to retain a medical plan that offers optional dental and vision coverage, with the understanding that an employee who chooses to enroll in either or both shall be responsible for the full amount (100%) of the additional payment for dental and/or vision coverage. Part-time employees who are scheduled to work thirty (30) or more hours per week will have the option to enroll in the Company's benefit plans.

The Company agrees to meet with Union representatives to discuss setting up a retirement savings plan for Employees with the understanding that neither side is obligated to reach agreement on this topic.

APPENDIX C

PAYROLL DEDUCTION AUTHORIZATION

Name _____
Please print (Last) (First) (Initial)

The undersigned hereby authorizes _____ to deduct from my wages an amount equal to one initiation fee and the regular monthly dues as certified to the Company by the Secretary-Treasurer of the Communications Workers of America or his/her duly authorized agent. The authorization may be revoked by me at any time by written request to the Company, or by written request by the Secretary-Treasurer of the Union to the Company's appropriate representative.

Resident Address Signature of Employee
City or Town _____ Zip Code _____ State _____
Social Security No. _____
Date Received by Company _____ Effective Date _____
Local Number _____

MEMORANDUM OF AGREEMENT
between
CITY NEWS SERVICE
and
COMMUNICATIONS WORKERS OF AMERICA

DRESS CODE AND PERSONAL APPEARANCE

Any employee who may come in contact in person with the public, reporters from other news organizations or CNS subscribers, must wear professional attire and maintain a neatly groomed appearance.

City News Service

Communications Workers of America

By _____

By _____

Date _____

Date _____

MEMORANDUM OF AGREEMENT
between
CITY NEWS SERVICE
and
COMMUNICATIONS WORKERS OF AMERICA

USE OF THE INTERNET

Staff may not use City News Service computers to access programming on the Internet for personal business or enjoyment at any time.

City News Service

Communications Workers of America

By _____

By _____

Date _____

Date _____

MEMORANDUM OF AGREEMENT
between
CITY NEWS SERVICE
and
COMMUNICATIONS WORKERS OF AMERICA

CONFLICT OF INTEREST AND PUBLIC INTERVIEWS

It is in the interest of the Company and its employees to avoid conflicts of interest which may adversely affect the Company's journalistic reputation or create an advantage for CNS competitors. No employee of CNS may perform any journalistic or public relations service – including but not limited to reporting or editing – for any other broadcast, print or on-line company, paid or unpaid, without the express advance written permission of CNS, Inc. It is understood that permission shall not be withheld unreasonably. Furthermore, employees who are requested to give media interviews shall make every reasonable effort to obtain management approval before granting such interviews.

City News Service

Communications Workers of America

By _____

By _____

Date _____

Date _____

**MEMORANDUM OF AGREEMENT
02-2024**

On a one-time basis, for the year of 2024, a Bargaining Unit employee who hasn't already used MLK or Cesar Chavez Day as their chosen holiday, can still choose between Juneteenth and Veteran's Day. The Bargaining Unit employee will let the Company know of their choice no later than one month prior to the holiday.

Kevin Heipfer
For City News Service

Date: 2/6/2024

Pandora Allen
For CWA Local 9003

Date: 2/4/2024