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By email to cparks@wbng.org and U.S. Mail

February 3, 2016

Cet Parks, Executive Director
Washington-Baltimore News Guild
1225 Eye Street, NW, Suite 1220
Washington, DC 20005-5918

Re: contract extension offer

Dear Cet,

Confirming our several discussions, enclosed in writing is the Publisher's offer for a three year extension of the collective bargaining agreement, with no changes to the collective bargaining agreement other than the term of the agreement, but with the Guild's agreement to the unit clarification provision contained in the written extension offer.

As we have also discussed, the offer is conditioned upon execution by the Guild and the Publisher no later than February 29, 2016. If that does not occur, the extension agreement offer will be null and void.

Please contact me if there are any questions regarding the enclosed offer.

Sincerely,

A handwritten signature in cursive script that reads "Ann W. Barnes".

Ann W. Barnes
Labor Relations Director

Encl.

**AGREEMENT FOR THE 2016-2019 EXTENSION OF THE COLLECTIVE
BARGAINING AGREEMENT between THE BALTIMORE SUN COMPANY, LLC and
THE WASHINGTON BALTIMORE NEWS GUILD**

The Baltimore Sun Company, LLC (“the Publisher”) and the Washington-Baltimore News Guild (“the Guild”) (hereinafter, “the parties”) are parties to a 2007 – 2011 collective bargaining agreement which was extended to June 29, 2014 by a written agreement signed March 11, 2011 and which was further extended to June 26, 2016 by a written agreement signed June 24, 2014 (hereinafter collectively referred to as “the CBA”). The parties hereby agree to further extend the CBA through June 30, 2019 (hereinafter referred to as the “2016 -2019 Extension Agreement”).

Except as specifically modified by the provisions of this 2016 -2019 Extension Agreement listed below, the CBA shall remain in full force and effect. In the event there is any conflict between the provisions listed below and the CBA, the terms of this 2016 -2019 Extension Agreement shall prevail.

1. Duration of Agreement (Article 21)

The CBA shall continue in full force and effect through June 30, 2019.

2. Unit Clarification Provision

In consideration of this 2016 -2019 Extension Agreement, the Guild agrees that it will waive any right that it might have to file a petition for clarification of the bargaining unit for a period that begins upon execution of this 2016 -2019 Extension Agreement and continues for six months after June 26, 2016. The Guild’s waiver does not apply to positions newly created after the date that this 2016 -2019 Extension Agreement is signed, as well as existing positions significantly changed after the date that this 2016 -2019 Extension Agreement is signed. Notwithstanding the terms of this understanding, the Publisher expressly reserves its right to challenge as inappropriate any petition to challenge the composition of the contractually agreed-upon unit, including a petition filed after the expiration of the waiver period.

This 2016 -2019 Extension Agreement is conditioned upon execution by the parties no later than 11:59p.m. on February 29, 2016. If the parties fail to mutually execute this 2016 -2019 Extension Agreement by that time, this 2016 -2019 Extension Agreement shall be null and void.

ACCEPTED AND AGREED:

ACCEPTED AND AGREED:

for The Baltimore Sun Company, LLC

for the Washington-Baltimore News Guild

date

date