

## MEMORANDUM OF UNDERSTANDING

between

**THE BALTIMORE SUN COMPANY**

and the

**WASHINGTON-BALTIMORE NEWSPAPER GUILD**

This Memorandum of Understanding ("MOU") made and entered into as of this \_\_\_th day of August 2022 by and between The Baltimore Sun Company (the "Publisher" or "Company") and the Washington-Baltimore Newspaper Guild (the "Guild") extends and amends the current Collective Bargaining Agreement with a term from 06/27/22 to 06/30/24 (the "CBA") upon the following terms:

1. Term. The CBA term (the "Term") shall be two (2) years from the date of ratification of this MOU.
2. Ratification Bonus. For Guild-represented employees, the Publisher will pay an employee ratification bonus of \$2,000 per Bargaining Unit employee, less lawful deductions and withholdings, to be paid in the first pay period following ratification of this MOU, subject to the Publisher's normal pay practices.
3. Expense Grievance. The Publisher and the Guild, on behalf of all employees in the Bargaining Unit, have agreed this MOU settles all claims the Guild or Guild-represented bargaining unit employees have or may have, arising under the CBA through the date of ratification to fully settle the currently pending grievance and arbitration filed by the Guild regarding employee expenses (Case No. 01-22-0002-336) (the "Expense Grievance"). Upon ratification of this MOU, the Guild shall withdraw the Expense Grievance with prejudice and shall take all steps to effectuate such withdrawal. The Guild, on behalf of the Bargaining Unit, hereby releases the Publisher from any liability and all claims the Guild or Guild-represented bargaining unit employees have or may have, arising under the CBA through the date of ratification in connection with the Expense Grievance. By entering into this MOU, the Publisher does not admit, either expressly or implicitly, that it violated the CBA, or any law, regulation, statute, contract or other duty owed to any entity or individual.
4. Production Facility. The Publisher shall permit Guild employees on non-work time to visit the Publisher's Sun Park production facility located at \_\_\_\_\_ to obtain a chair, desk and/or file cabinet, on a first-come-first-served basis, subject to availability of such items, with the Publisher retaining the discretion to determine how many of such items each employee may obtain. The Publisher and Guild shall mutually agree on a date and time for pick-up of such items. Those interested in obtaining that furniture will be responsible for removing the items themselves and loading them into their own vehicles under the supervision of Sun Park staff. The Publisher will schedule two days with specific times in September or October and have folks sign up for when they will be on site for the furniture so the Publisher can manage the removal in an efficient way.
5. All provisions of the CBA not modified by this MOU continue unchanged.

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to execute this MOU on August \_\_, 2022.

**FOR THE BALTIMORE SUN  
COMPANY**

**FOR WASHINGTON-  
BALTIMORE NEWSPAPER  
GUILD**

By: 

By: Lillian Reed

Title: Publisher and Editor-in-Chief

Title: Baltimore Sun Guild unit  
chair

Date: 08/31/2022

Date: 08/31/22