

**TENTATIVE AGREEMENT
BETWEEN
NEWSGUILD OF GREATER PHILADELPHIA AND MEDIANEWS GROUP, INC.
THE DELAWARE COUNTY TIMES**

The NewsGuild of Greater Philadelphia hereby agrees to the proposal made by the MediaNews Group, Inc. for The Delaware County Times on May 24, 2023.

Duration

Two (2) year contract beginning on the date of ratification.

Signing Bonus

Upon the date of ratification, \$1,250 bonus for active full-time employees, less applicable taxes; \$500 bonus for each part-time employee, less applicable taxes per current employee list provided by Management.

Effective one year from the date of ratification \$1,250 bonus for active full-time employees, less applicable taxes; \$500 bonus, less applicable taxes, for each active part-time employee.

Reduction in Force

During the first year of this Agreement, management may reduce up to four (4) full time employees total across all units. Voluntary buyouts may be offered first prior to layoffs at management's discretion. Any voluntary buyouts do not change management rights to reduce the workforce by up to four (4) involuntary layoffs, across all units, during the first year of the Agreement.

401(k) Employer Contribution

New employees hired following the date of ratification are not eligible for the employer contribution.

Night Differential

The actual night differential earned from May 24, 2022 through May 24, 2023, will be rolled into the hourly rate for the named individuals per Attachment A. Night differential summary will no longer apply upon ratification.

Auto Guarantee

New employees hired following ratification will not be eligible for the auto guarantee. Current eligible employees who receive the auto guarantee will be grandfathered.

Pay Schedule

Delaware County Times will be moved to a Monday-Sunday pay schedule. Currently the pay week is Sunday-Saturday. The timing of transition and alignment of the new pay schedule will be agreed by mutual consent upon ratification of the contract.

AGREED TO:

FOR MEDIANEWS GROUP, INC.:

5/26/2023

FOR NEWSGUILD OF GREATER PHILADELPHIA:

DocuSigned by:
Marshall W Anstandig

DATE:

William Ross

DATE:

5/26/23

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Marshall Anstandig, Senior Vice President,
General Counsel, and Secretary

William Ross, Executive Director

ATTACHMENT A

**INDIVIDUALS ELIGIBLE FOR
NIGHT DIFFERENTIAL HOURLY RATE ADJUSTMENT**

DELAWARE COUNTY TIMES

**RAYMOND BORRELLI
KATHLEEN CAREY
MATTHEW DEGEORGE
KAREN GARRITY
ROBERT GROTZ
JOHN MCCAFFERY
PAUL MCHUGH
ROBERT PARENT
MATTHEW SMITH
TERRANCE TOOHEY**