

MEMORANDUM OF UNDERSTANDING

Nov. 1, 2023

IAM District Lodge 751 and The Newspaper Guild-CWA Local #37082

Effective Aug. 1, 2022, IAM District Lodge 751 hired Deirdre Kaniewski as its director of communications with enhanced benefits. To reflect those benefits, the contract between IAM District Lodge 751 and The Newspaper Guild-CWA Local #37082 is amended as follows:

Article 5 - Vacations

As a minimum, employees shall be entitled to vacation as provided in the District 751 Bylaws in effect on the date this Agreement was entered. **Upon one year of service, employees shall receive four weeks of vacation each year.**

6.1 Medical/dental/life/retiree medical insurance shall be the same or comparable as that provided for in the collective bargaining agreement between Aerospace Industrial District Lodge 751 and the Boeing Company. **All years of service earned with the International Association of Machinists and Aerospace Workers shall count toward years of service as defined in the agreement.**

6.2 **A stipend for** automobile insurance shall be provided by the Employer, consistent with past practice.

8.2 There shall be no discrimination or disciplinary action against any employee because of his/her membership/political activity in District 751 or as the result of changes in District Lodge 751 leadership. **However, acts of disloyalty should be grounds for termination.**

16.5 Any notice of re-employment to an employee who has been laid-off shall be made by certified mail to the last known address of such laid-off employee. The employee shall lose all recall rights and seniority if the employee fails to accept the position within ten days after the notice is mailed, unless the Publisher extends this period or if employee has been laid-off for a period of three months or longer. NOTE: Current member as of signing of this Agreement retains **2-year** recall rights due to her seniority with District 751.

Article 18 - Duration and Renewal

This Agreement shall become effective **November 1, 2023** and shall remain in full force and effect until midnight at the close of **October 31, 2026**, and shall automatically be renewed for consecutive periods of one year thereafter, unless either party shall notify the other in writing, at least 60 calendar days prior to **October 31, 2026** of any calendar year, of its desire to amend, modify or terminate the Agreement.

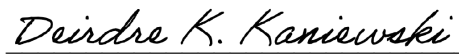
Signed this 24th day of October 2023



Kaitlin Gillespie
Pacific Northwest Newspaper Guild



Jon Holden
IAMAW District Lodge 751



Deirdre Kaniewski
IAMAW District Lodge 751