

COLLECTIVE BARGAINING AGREEMENT

between

GATEHOUSE MEDIA COLORADO HOLDINGS, INC.

(THE PUEBLO CHIEFTAIN)

and

DENVER NEWSPAPER GUILD

CWA LOCAL NO. 37074

AFL-CIO-CLC

EFFECTIVE

January 1, 2025 - December 31, 2026

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ARTICLE 1 PARTIES AND TERMS

1. The Agreement is effective January 1, 2025 through December 31, 2026, between The Pueblo Chieftain, a corporation hereinafter known as the Employer, and the Denver Newspaper Guild-CWA Local 37074, a local chartered by The NewsGuild – CWA (AFL-CIO, CLC), hereinafter known as the Guild, for itself and on behalf of all the employees of the Employer in the Editorial, Commercial (including Advertising, Business and Circulation sub-departments) and miscellaneous departments, including all of the employees of the Employer, excluding only those not otherwise provided for in this Agreement.

2. See Attachment A, a list of Guild covered job titles and Exempt or non-Guild job titles as of January 21, 2025.

ARTICLE 2 EXCEPTIONS

1. The Employer shall notify the Guild of any additional exemptions. All exemptions must conform with the criteria of manager, supervisor, or confidential employee as established by the National Labor Relations Act, as amended, and as interpreted and applied by the National Labor Relations Board and the Federal courts. Any dispute regarding new exemptions proposed or challenged during term of this agreement shall be subject to grievance and arbitration procedures defined in Article 15, Grievance Procedure.

2. See Attachment A, a list of Guild covered job titles and Exempt or non-Guild job titles as of January 21, 2025.

ARTICLE 3 GUILD SHOP

1. Within thirty days of hire, the Guild president, or their designee, shall be allotted up to one hour of company time with a new bargaining unit employee for the purpose of explaining the role of the Guild at the Chieftain.

2. An employee shall have a 15-day option period prior to their first employment Anniversary and each anniversary thereafter during which time the employee may serve notice and resign from the Guild and/or cease paying dues or fees to the Guild and retain their employment.

3. Upon an employee's voluntary written assignment, the Employer shall deduct from the earnings of such employee and pay to the Guild no later than the tenth (10th) day of the month following the month of such deductions, all Guild membership dues. Such membership dues shall be deducted from the employee's earnings in accordance with the Guild's schedule of dues furnished the Employer by the Guild. Such schedule may be changed by the Guild at any time,

on at least thirty (30) days' notice. An employee's voluntary written assignment shall remain effective in accordance with the terms of such assignment.

4. The dues deduction shall be made upon the following form:

ASSIGNMENT AND AUTHORIZATION TO DEDUCT GUILD MEMBERSHIP DUES

TO: The Pueblo Chieftain

I hereby assign to The Denver Newspaper Guild CWA Local No. 37074 ("Guild"), and authorize the Employer to deduct from any wages/salary earned or to be earned by me as its employee, an amount equal to all my Guild membership dues, as certified by the Treasurer of the Guild, for each calendar month following the date of this assignment. I further authorize and request the Employer to remit the amount deducted to the Guild not later than the tenth (10th) day of the month following the month of such deductions.

This assignment and authorization shall remain in effect until revoked by me but shall be irrevocable for a period of one (1) year from the date appearing below or until the termination of the Collective Bargaining Agreement between the Employer and the Guild, whichever occurs sooner. I further agree and direct that this assignment and authorization shall be continued automatically and shall be irrevocable for successive periods of one (1) year or for the period of each succeeding applicable Collective Bargaining Agreement between the Publisher and the Guild, whichever period shall be shorter, unless written notice of its revocation is given by me to the Publisher and to the Guild by registered mail not more than thirty (30) days and not less than fifteen (15) days prior to the expiration of each period of one (1) year, or of each applicable Collective Bargaining Agreement between the Employer and the Guild, whichever occurs sooner. Such notice of revocation shall become effective for the calendar month following the calendar month in which the Employer receives it.

This assignment and authorization supersedes all previous assignments and authorizations heretofore given by me in relation to my Guild membership dues.

Employee's Signature

Date _____

5. The Guild shall indemnify and save the Employer harmless against any and all claims, demands and other forms of liability that may arise out of any action taken by the Employer in fulfilling terms of this Article.

6. If, pursuant to Colorado Revised Statutes Section 8-3-108, an election is conducted to approve an all-union requirement and a certification is obtained from the Colorado Department of Labor and Employment (CDLE), the Employer agrees to meet with the Guild and bargain in good faith regarding whether to agree to an all-union requirement and, if so, the implementation and enforcement of the all union requirement. Nothing herein constitutes an agreement by the

Employer to an all-union requirement and the Employer reserves all rights and defenses with respect to any petition, election or other proceeding pursuant to Colorado Revised Statutes Section 8-3-108.

ARTICLE 4 HIRING

1. The Employer shall hire and provide equal opportunity for transfer or advancement to employees without regard to age, gender, race, creed, color, national origin, sexual orientation, gender identity, political activities or political beliefs, or disability, or any other status protected under applicable law.

2. New employees will be required to serve a probationary period of one hundred eighty (180) days. During a probationary period an employee may be discharged for any reason, except for a proven violation of the no discrimination clause. A probationary employee shall have no recourse to the Grievance or Arbitration procedures set forth in this agreement concerning such discharge. This probationary period may be extended up to three months by mutual agreement between the Employer and the Guild.

3. Where the Employer fails to promote an employee to a higher position, the individual, upon request, shall receive an explanation from the Employer.

4. It is the Employer's policy to promote an inclusive, diverse and equitable workplace culture with strong protections against discriminatory conduct. Consistent with its existing policies, practices and recent inclusion, diversity and equity initiatives, Gannett Co., Inc. ("Gannett") and each of its business units are committed to attracting, retaining and engaging a greater inclusion of women, people of color (including American Indian, Indigenous, or Alaska Native; Asian; Black or African American; Hawaiian or Pacific Islander, Hispanic or Latino and Middle Eastern or North African backgrounds), LGBTQ+, those with differing abilities, those having military experience, and more underrepresented groups at every level of our workforce, for positions covered by this Agreement, recognizing that diversity of race/ethnicity, gender, experience, and background enriches journalism and our industry as a whole. The Employer will continue to actively seek qualified candidates for newsroom positions within the bargaining unit from traditionally underrepresented groups.

Employees, including those covered by this agreement, are encouraged to participate in Gannett's Employee Resource Groups (ERGs), which are voluntary, open to all employees, and are based on shared characteristics or life experiences. These employee-led and diverse groups aim to build connections, share information, increase cultural awareness, assist in recruiting and retaining diverse talent, and strengthen our employees' professional and personal growth.

This Article is subject to the grievance but not the arbitration provisions of this Agreement.

ARTICLE 5 INFORMATION

1. The Employer shall supply the Guild, no more than one time per year, upon written request with a list containing the following information for all employees on the payroll:
 - a. Name, address, sex and date of birth
 - b. Date of hire
 - c. Classification
 - d. Original date of hire within Gannett Co. in the event that an employee transferred directly (without any break in service) from another Gannett Co. property and the employee has expressly made the Employer aware of this fact.
 - e. Wage/Salary rate
 - f. Average hours worked weekly by part-time employees during a twelve (12) month look-back period of October 1 through September 30.
2. The Employer shall notify the Guild monthly in writing of:
 - a. Pay increases by name of employee, individual amount, resulting new wage/salary and effective date.
 - b. Changes in classification, any wage/salary changes by reason thereof, and effective date.
 - c. Resignations, retirements, deaths and any other revisions in the data listed in Section 1, and effective dates.
3. Within one (1) week after the hiring of a new employee, the Employer shall furnish the Guild in writing the data specified in Section 1 for each new employee.

ARTICLE 6 PART-TIME AND TEMPORARY EMPLOYEES AND INDEPENDENT CONTACTORS

1. Part-time employees are those employees scheduled to work less than 30 hours per week. Part-time employees receive no benefits, except as otherwise specified herein or as required by law.
2. A temporary employee is employed for a special project, for a period of no more than six (6) months, except in the cases where a temporary employee is hired to replace an employee on leave, then temporary employment shall be for the duration of the leave. When a temporary employee is hired, the Guild shall be notified of the temporary or special project that requires such hiring and the anticipated duration of such project.
3. Temporary employees and Independent Contractors are not eligible for any benefits.
4. The Employer will continue to use Independent Contractors as per past practice.
5. There shall be no restrictions on the use of part-time employees, temporary employees, or

independent contractors by management except as provided by this Article.

ARTICLE 7 WAGES

1. **Minimum Rates.** Effective the first full pay period after January 1, 2025, the minimum hourly and salaried rates will be:

Job Title/Categories	Initial Houly Rates/Salaries	After five (5) Continuous Years of Service	After ten (10) Continuous Years of Service
Classified Inside Sales (Including Account Advisor Classifieds)	Colorado Minimum Wage +8%	Colorado Minimum Wage +14%	Colorado Minimum Wage +20%
Public Notice Rep./Advisor	Colorado Minimum Wage +8%	Colorado Minimum Wage +14%	Colorado Minimum Wage +20%
Photographer/Vidiographer	\$20.25	\$22.75	\$25.25
Reporter	\$20.25	\$22.75	\$25.25
Creative Consultant (including Ad Traffic Specialist)	Colorado Minimum Wage +8%	Colorado Minimum Wage +14%	Colorado Minimum Wage +20%
Paper Planning Specialist (Including Ad Layout Specialist)	Colorado Minimum Wage +8%	Colorado Minimum Wage +14%	Colorado Minimum Wage +20%
Account Executive	\$42,000.00	\$42,000.00	\$42,000.00

- Except as otherwise provided below, effective the first full pay period after January 1, 2025, hourly employees shall receive the new minimum hourly rates or salary specified above or a 3% increase over their hourly rate or salary as of 12/31/2024, whichever is greater.
- Effective the first full pay period after January 1, 2025, the incumbent Account Executives' annual salaries shall be \$45,000.00 per year.
- Effective the first full pay period after January 1, 2025, the hourly rates for Chris Abdelmalek and James Bartolo will increase to \$21.75 per hour and the hourly rate for Amber Wigner will increase to \$19.23 per hour.
- Effective the first full pay period after January 1, 2026, hourly employees shall receive a three percent (3%) increase in pay or the applicable minimum rate above, whichever is greater.
 - a. Although service at the Pueblo Chieftain as a temporary or part-time employee or Fellow shall not count toward years of employment as provided for above, the Employer, at its sole discretion, may grant whatever credit, if any, an employee is given for such service at the time they move to full-time status.
 - b. An exempt employee transferring from another Gannett property will continue to be treated as exempt by the Employer, subject to applicable federal and state law. Additionally, the parties may agree to treat additional employees or job classifications as exempt, subject to applicable federal and state law.

c. The Employer may, in its sole discretion, pay employees, including new hires, above the minimum rates specified in this Agreement. This subsection is not subject to the grievance and arbitration procedure.

d. For the purposes of placement in the wage chart above, continuous years of service shall include all past work at a Gannett news organization. Employment shall be deemed continuous unless there is a break in service of more than six (6) months or if an employee received severance pay or benefits.

2. **Out-of-Title Work.** A Reporter assigned to fill in for an Editor shall receive a \$2.00 per hour in addition to their regular wage for each hour performing the work of the editor. Such wage differential will be used to calculate overtime per applicable law.

3. **Vacancies/Promotions.** Present employees will be given consideration when vacancies in higher classifications occur. Women and minority groups will be given full and equal opportunity and consideration when vacancies occur. Notice of any vacancy shall be posted on the bulletin boards in all Guild departments for one week before the vacancy is filled. Where qualifications and skills are relatively equal, an internal candidate will have preference over an external candidate.

4. **No Reductions.** There shall be no reduction in wages/salaries during the life of this Agreement, except as otherwise provided in this Agreement or as otherwise agreed by the parties.

5. **New Positions.** Should the Employer create a new job in the bargaining unit, the Employer shall furnish the Guild with the proposed job description and the parties shall negotiate the minimum rate for that job.

6. **Individually Bargained Increases.** The rates in Section 1 above are minimum rates and nothing in this Agreement shall prevent employees from bargaining individually for pay increases. Individual merit may also be acknowledged by bonus or pay increases.

7. **Direct Deposit.** The Employer will offer to pay wages and salaries via direct deposit.

8. **Pay Dates.** The Employer at its sole discretion may change paydays and/or pay periods. Before any such change, the Employer shall notify the Guild and, upon request by the Guild, discuss transition conditions and other effects.

9. **Exempt Employees.** The parties agree that Account Executives are outside sales staff who are exempt from overtime. Such employees will be paid on a salary basis at the salary listed in Section 1 above.

ARTICLE 8 HOURS AND OVERTIME

1. The workweek for full-time employees shall be 40 hours. If the Employer believes, based on economic conditions, a reduction in hours (by department or workforce) is needed rather than laying off employees, the parties agree to meet and discuss such proposed change. Nothing in this provision shall infringe on the Employer's right to reduce the workforce per the Reduction in Work Force provision.
2. The regular working day shall generally consist of eight (8) hours falling within nine (9) consecutive hours. Longer or shorter days may be scheduled and/or worked based on operational needs, but no full-time employee shall be scheduled for less than forty (40) hours.
 - a. The Employer may schedule employees for a 4-day 40-hour week on an individual basis under this section. The working day under this Section shall generally consist of ten (10) hours falling within eleven (11) consecutive hours.
 - b. Upon an employee's request, time off may be granted for personal leave, the time to be made up during the workweek with the approval of the supervisor.
3. The Employer shall compensate for overtime after forty (40) hours worked in a workweek, after twelve (12) hours worked in a work day, and all hours worked on a sixth or seventh day in a workweek at the rate of time and one-half (x 1 ½). Employees called in to work on their scheduled day off shall be paid time and one-half (x 1 ½) for all time worked, with a minimum of four (4) hours. There shall be no pyramiding of overtime or premium pay for the same hours, unless specifically required by law. The pyramiding restriction above shall not reduce out-of-title pay provided for in Article 7 (Wages), Section 2.
4. The Employer shall cause a record of all overtime to be kept. Such a record shall be made available to the Guild on reasonable request. Changes in an employee's regular work hours or days shall be made with one week's advance notice given to the employee. A shorter notice period can be used if mutually agreed to by the employee or if an emergency exists.
5. Full-time employees called back after the regular day's or night's work will be paid at time and one-half (x 1 ½) for all hours worked with a minimum guarantee of two (2) hour's pay.
6. Part-time employees called back after the regular day's or night's work will be paid for all time worked at the hourly wage with a minimum guarantee of two (2) hour's pay.
7. The Employer at its discretion, or upon request by the affected employee, may make changes in the employee's schedule to avoid overtime within the workweek. Such changes shall be kept to a minimum.

ARTICLE 9 SEVERANCE

1. All full-time employees who have completed at least 180 days of employment who are involuntarily terminated as a result of layoffs or whose voluntarily resignation is accepted by the Employer during a layoff as provided in Article 16 (Reductions of the Workforce), Section 3, are eligible to receive severance pay.

2. Severance pay as provided in Section 1 above shall be one (1) week of regular pay for each completed year of service or major portion thereof, up to a maximum of twenty-six (26) weeks, with a minimum of three (3) weeks. For purposes of calculating severance pay, employees will receive credit for years of continuous service with Star Journal Publishing Corporation at the Pueblo Chieftain prior to GateHouse Media assuming ownership and for all service for the Employer thereafter.

3. The payment of any severance shall be conditioned on the employee signing, and thereafter not revoking, a general waiver, release, and covenant not to sue. The general waiver, release, and covenant not to sue shall be negotiated between the Guild and the Employer.

4. The employee's signing of a general waiver, release, and covenant not to sue does not waive the Guild's right to grieve an alleged violation of this Agreement, including an alleged violation of Article 17 of this Agreement. However, an employee who signed a general waiver, release, and covenant not to sue waives the right to obtain any benefit from any Guild grievance, with the exception of a grievance under Article 17, Section 2 regarding the employee's selection for layoff or a grievance alleging a violation of this Agreement that arose after the employee's execution of the general waiver, release, and covenant not to sue (including but not limited to grievances asserting a violation of Article 17, Section 5).

5. A Guild grievance under Article 17, Section 2 on behalf of any employee who signed a general waiver, release, and covenant not to sue may only raise a contractual violation concerning the Employer's selection of the employee for layoff based on qualifications, and not any other claim that the employee waived in the general waiver release, and covenant not to sue (including but not limited to discrimination or retaliation claims). If a Guild grievance under Article 17, Section 2 results in the employee's reinstatement, all but \$1,000 of their severance shall be an offset against back pay/benefits, if any, and their general waiver, release, and covenant not to sue will remain effective notwithstanding the reinstatement.

ARTICLE 10 401K

1. Subject to applicable law, all employees are eligible to participate in the Employer's 401k Plan upon hire. The Employer match for employees covered by this agreement shall be the same as the Employer match for non-union employees of the Pueblo Chieftain. Employee participation is subject to the terms and conditions of the Employer's 401k Plan, as may be amended from

time to time without the need for further bargaining during the life of this Agreement.

2. Notwithstanding the provisions of this Article, the Guild does not waive its right and explicitly retains its right to bargain over the 401K match following the expiration of the Agreement.

ARTICLE 11 HOLIDAYS

1. Each full-time employee shall have the following holidays with full pay.

New Year's Day
Martin Luther King, Jr. Day
Memorial Day
Juneteenth
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

2. In addition to the above, full-time employees may take their three (3) floating holidays each calendar year, the specific dates to be approved by the employee's manager.

3. An employee whose regular day off falls on a holiday shall be given another day off in the same work week, to be determined by the supervisor after consultation with the employee. Whenever a holiday falls within an employee's vacation period, the day shall be paid as a holiday and shall not be treated as a vacation day. All hours worked beyond forty (40) in a holiday week, shall be paid at 1 ½ times the employee's regular pay. Paid time off hours will not count toward hours worked for the calculation of overtime.

4. An employee, full-time or part-time, required to work on any holiday shall be paid at the rate of 1 ½ times their regular pay for each hour worked. Full-time employees shall also be granted a day off with pay, such day to be taken within a thirty (30) day period before or following the holiday, at a time that is mutually agreed between the Employer and the employee. At management's option the full-time employee may be paid time and a half for the holiday hours worked plus eight (8) hours of regular pay instead of a day off. If needed management will schedule the employee a day off within thirty (30) days, before or after, the recognized Employer holiday. If the day is not scheduled and taken as provided above, the employee shall be paid regular straight-time pay for the day.

ARTICLE 12 PAID TIME OFF (PTO)

1. Front-Loaded PTO. Forty-eight (48) hours of PTO will be credited and made available to full-time employees and part-time employees regularly working at least twenty-seven (27) hours per week on January 1 each calendar year. Part-time employees working less than twenty-seven (27) hours per week will receive a pro-rata amount of this front-loaded PTO on January 1. New

hires during the calendar year shall receive a prorated amount of front-loaded PTO on their first day of work.

2. Additional PTO Accrual.

a. Full-time employees will accrue additional PTO each bi-weekly pay period in a calendar year based on years of service that will be achieved in that calendar year, as follows:

	Accrual Rate Per Pay Period	Maximum Annual Accrual
0-2 Years of Service	2.77 hours	72 hours
3-9 Years of Service	5.85 hours	152 hours
10-24 Years of Service	6.77 hours	176 hours
25+ Years of Service	8.00 hours	208 hours

For example, an employee who is achieving a service milestone of 10 years in August 2021 will begin accruing the additional PTO allowance of up to 176 hours in January 2021, not on the employee's service anniversary in August.

b. An employee's years of service as of January 1 for PTO purposes are determined by subtracting the year of their service/seniority date from the current year. Employees will receive credit for years of continuous service with Star Journal Publishing Corporation at the Pueblo Chieftain prior to Gatehouse Media assuming ownership and for all service for the Employer thereafter.

c. The additional PTO accruals set forth above are based on a forty (40) hour week (or eight (8) hours per day) and will be adjusted for regular work weeks that are different.

d. Once an employee accumulates accrued, unused PTO in an amount 1.5 times the maximum annual additional PTO accrual specified in this Section (including the PTO accrued under Section 1 above), they will not accrue any more additional PTO until the employee uses enough PTO to reduce their accrued, but unused PTO balance below 1.5 times the maximum annual additional PTO accrual.

e. Except as otherwise required by law, employees will not accrue additional PTO while on unpaid leave.

3. PTO Use. PTO may be taken in hourly increments for the following purposes (which include but are not limited to all allowed uses for sick leave under the Colorado Healthy Families and Workplace Act):

a. For personal reasons or vacation;

b. For the employee's mental or physical illness, injury, or health condition that prevents the employee from working;

- c. For the employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or need for preventive medical care (including vaccination);
- d. To care for the employee's family member with a mental or physical illness, injury, or health condition, need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or need for preventive medical care (including vaccination);
- e. Absences related to domestic abuse, sexual assault, or criminal harassment:
 - i) To seek medical attention for the employee or the employee's family member to recover from a mental or physical illness, injury or health condition caused by domestic abuse, sexual assault, or criminal harassment;
 - ii) To obtain services from a victim services organization;
 - iii) To seek relocation due to domestic abuse, sexual assault, or criminal harassment; or
 - iv) To seek legal services, including preparation for or participation in a civil or criminal legal proceedings relating to or resulting from domestic abuse, sexual assault, or criminal harassment;
- f. Due to a public health emergency, a public official has ordered closure of:
 - i) The employee's place of business; or
 - ii) The school or place of care of the employee's child and the employee needs to be absent from work to care for the employee's child;
- g. Due to grieving, funeral/memorial attendance, or financial/legal needs after a death of a family member;
- h. Due to inclement weather, power/heat/water loss, or other unexpected event, when an employee must evacuate their residence or care for a family member whose school or place of care was closed;
- i. A family member for purposes of PTO use includes:
 - i) A person who is related to the employee by blood, marriage, civil union, or adoption;

- ii) A child to whom the employee stands in loco parentis or a person who stood in loco parentis to the employee when the employee was a minor;
- iii) A person for whom the employee is responsible for providing or arranging health- or safety-related care.

4. Supplemental PTO for Public Health Emergency

- a. A “public health emergency” is:
 - i) An act of bioterrorism, a pandemic influenza, or an epidemic caused by a novel and highly fatal infections agent, for which (I) an emergency is declared by a federal, state or local public health agency; or (II) a disaster emergency is declared by the Governor; or
 - ii) A highly infectious illness or agent with epidemic or pandemic potential for which a disaster emergency is declared by the Governor.
- b. On the day a public health emergency is declared, the Employer will supplement each employee’s accrued, unused PTO to ensure the employee can take leave in the following amounts for the purposes permitted in subsection 4(c) below:
 - i) For employees normally working 40 or more hours in a week, 80 hours of PTO;
 - ii) For employees normally working less than 40 hours in a week, the greater of hours the employee (I) is scheduled for work or paid leave in the upcoming 14-day period, or (II) actually worked on average in the 14-day period prior to the declaration of the public health emergency.
- c. Upon the declaration of a public health emergency until four weeks after the end of such public health emergency, employees may use the amount of PTO specified in Subsection 4(b) above in hourly increments for the following purposes:
 - i) To self-isolate due to either being diagnosed with, or having symptoms of, a communicable illness that is the cause of the public health emergency;
 - ii) To seek diagnosis, treatment or care (including preventive care like vaccination) of such illness;
 - iii) To care for a family member in sub-category (i) or (ii) above, or whose school, child care provider or place of care is unavailable, closed or providing remote instruction due to the public health emergency;

- iv) A public official or health authority or the Employer determines that the employee's presence on the job or in the community would jeopardize the health of others because of the employee's exposure to the communicable illness or because the employee is exhibiting symptoms of the communicable illness, regardless of whether the employee has been diagnosed with the communicable illness;
 - v) A public official or health authority or the family member's employer determines that the family member's presence on the job or in the community would jeopardize the health of others because of the family member's exposure to the communicable illness or because the family member is exhibiting symptoms of the communicable illness, regardless of whether the family member has been diagnosed with the communicable illness;
 - vi) The employee's inability to work because the employee has a health condition that may increase susceptibility to or risk of a communicable illness that is the cause of the public health emergency.
 - vii) Supplemental PTO may be used for any of the above-listed qualifying reasons before using other accrued PTO, if the reason for leave would qualify for both.
- d. Employees are eligible for the supplemental PTO for a public health emergency in the amount described above only once during the entirety of a public health emergency, even if such public health emergency is amended, extended, restated or prolonged.
- e. Supplemental PTO is not required if an entire business is completely closed, unless the closure is due to a temporary government quarantine/isolation order triggering paid leave (for a public health emergency or accrued leave).

5. Notice of PTO Use.

- a. ***Personal or Vacation Leave.*** When used for personal reasons or vacation under Section 3(a), PTO must be requested from and approved by an employee's supervisor in advance. PTO for personal reasons or vacation shall be scheduled so as to have the minimum interference with efficient operations. The Employer shall have the right to exercise discretion in the administration of PTO for personal or vacation reasons, including the right to require employees to sign up for vacation or personal use of PTO and the right to deny PTO requests for personal or vacation use to ensure efficient operation of the department. Requests for use of PTO for personal reasons and/or vacation shall not be unreasonably denied.
- b. ***Sick Leave (Sections 3(b)-(h)).***

- i) When the use of PTO for sick leave is foreseeable, employees must give their supervisor advance notice as soon as practicable of the need for leave. An employee shall make a good faith reasonable effort to provide advance notice and a reasonable effort to schedule the leave in a manner that does not unduly disrupt employer operations.
- ii) If the reason for sick leave is unforeseeable, such as an emergency, accident, or sudden illness, the employee shall provide notice before the start of the employee's shift or, when circumstances prevent the employee from providing notice before the start of the employee's shift, as soon as is practicable. Family members may only notify a supervisor of an employee's absence in unavoidable circumstances.
- iii) When possible, an employee should provide the expected duration of the absence.
- iv) Notification of the need to use PTO for sick purposes may be made orally, by fax, email, phone and/or leaving a voicemail message on the supervisor's phone(s). It is the employee's responsibility to request an acknowledgement of their message from the employee's supervisor whenever possible.
- v) In the event that an employee may require more time off than one unscheduled day off, the employee must follow up with the supervisor on each day of absence. Supervisors are responsible for ensuring that their employees know of their preferred method of notification for absences.
- vi) The employee shall inform their supervisor of any change in the expected duration of the sick leave as soon as is practicable.

6. Sick Leave Verification. The Company may require reasonable documentation to support the use of PTO for sick leave if an employee takes four (4) or more consecutive scheduled workdays of sick leave (except in the case of a public health emergency).

a. Any health information or information regarding domestic abuse, sexual assault or criminal harassment received about an employee or an employee's family member shall be treated as confidential to the extent provided by law.

b. Reasonable documentation includes a document from a health provider, the employee's own written statement if they did not receive services from a health provider or cannot get a health provider document in time or without added cost, or a legal document indicating a safety need for leave (e.g., a restraining order or police report).

c. The Company may not require that such reasonable documentation be signed, notarized, or in any particular format, and must allow submission of such reasonable documentation by any reasonable method, including electronically.

- d. The Company may request, within seven (7) day of receiving the document or the employee's return to work (or separation, if the employee does not return), that an employee cure deficient documents provided. The Company will give the employee at least seven (7) days to cure the deficiency before denying paid leave.
 - e. Reasonable documentation cannot be required to take leave, but must be provided as soon as the employee can provide it after returning to work, or (if sooner) separating from employment if they do not return.
 - f. Nothing herein precludes the Company from requesting documentation pursuant to other leave laws (e.g., FMLA, ADA, FAMLI, etc.).
 - g. Misuse of sick leave, including but not limited to falsification of sick leave records, may subject an employee to discipline, up to and including termination of employment.
7. PTO Pay. PTO will be paid at an employee's base rate of pay. The base rate of pay does not include: overtime, holiday pay, commissions, discretionary bonuses or other types of incentive pay, tips, or other premium rates.
8. Borrowing and Carryover.
- a. Employees may not borrow against future PTO accruals and thus may not carry negative PTO balances.
 - b. Employees may carry over any unused PTO from one calendar year to the next, but will not accrue any more additional PTO under Section 2 above once the employee accumulates accrued, unused PTO in an amount equal to or exceeding 1.5 times the maximum annual additional PTO accrual specified in Section 2 (including the PTO accrued under Section 1 above). The employee may accrue additional PTO under Section 2 when the employee uses enough PTO to reduce their accrued, but unused PTO balance below 1.5 times the maximum annual additional PTO accrual.
 - c. Upon separation of employment, an employee (or the employee's estate in case of death) shall receive payment for accrued but unused PTO days accumulated via carryover or under Section 2 above.
9. Substitution of PTO. The Company reserves the right to require the use of PTO in lieu of unpaid time off unless restricted by Federal, State and/or Local laws, including requiring the use of PTO during Family and Medical Leave Act (FMLA) leave.
10. Conformance with Law. All PTO provided will be in accordance with applicable Federal, State and/or Local laws, including but not limited to the FMLA, the Colorado Healthy Families and Workplaces Act (HFWA), the Colorado Family and Medical Leave Insurance Program (FAMLI), and related guidance/regulations, as may be amended from time to time. However, the provision of PTO under this Article is more generous than the paid sick leave

provided for under the HFWA, and therefore pursuant to Section 8-13.3-415(3) of the HFWA, the paid sick leave provisions of the HFWA are expressly waived in favor of the more generous PTO provisions herein. Therefore, additional HFWA leave need not be provided if employees use all their PTO for non-HFWA reasons, except during a public health emergency, during which supplemental PTO will be provided, in accordance with applicable guidance/regulations. The Company shall not interfere with employees' use of PTO for reasons allowed by the FMLA, HFWA, and/or FAMLI and will not retaliate against employees for such use of PTO.

11. Community Volunteer Program. Full-time employees may use up to ten (10) hours of paid time off per calendar year to volunteer for a charitable organization in their community on the same basis and on the same terms as non-union employees at the Pueblo Chieftain.

ARTICLE 13

MEDICAL AND OTHER BENEFITS

1. Health Insurance. The Employer shall make available to all full-time and eligible part-time employees, health insurance plan(s) on the same basis and to the same extent as available to non-union employees of the Employer, subject to amendments that may be made to those plans from time to time without the need for further bargaining. Plan design, including benefit levels, co-payments, co-insurance, out-of-pocket maximums, and deductibles shall be equivalent to those offered to non-union employees at the Pueblo Chieftain. To the extent required by law, health insurance on the same terms shall be offered to part-time employees working on average at least 30 hours per week or 130 hours per calendar month. New employees are eligible to participate in the insurance program beginning the first day of the month following date of hire. If an employee does not enroll at that time, enrollment may occur only during open enrollment or upon the occurrence of a qualifying event, as defined by law or the terms of the applicable plan.

2. Dental and Vision Insurance. The Employer shall make available to all full-time and eligible part-time employees dental and vision insurance plan(s) on the same basis and to the same extent as available to non-union employees of the Employer, subject to amendments that may be made to those plans from time to time without the need for further bargaining. Plan design, including benefit levels, co-payments, co-insurance, out-of-pocket maximums, and deductibles shall be equivalent to those offered to non-union employees at the Pueblo Chieftain.

3. Premium and HSA Contributions. Employee premium contributions shall be equivalent to the premium contributions of non-union employees at the Pueblo Chieftain. The Employer annual HSA contribution for union employees shall be equivalent to the employer annual HSA contribution for non-union employees at the Pueblo Chieftain.

4. Other Benefits. Full-time employees are covered by the Gannett Co. Benefit Program on the same basis and to the same extent as those benefits are provided to non-union employees at the Pueblo Chieftain, subject to amendments that may be made to those plans from time to time without the need for further bargaining.

5. Notwithstanding the provisions of this Article, the Guild does not waive its right and

explicitly retains its right to bargain over future plan design, premiums and/or other health benefits changes following the expiration of the Agreement in accordance with applicable law and the other terms of this Agreement.

ARTICLE 14

GRIEVANCE PROCEDURE

1. In order to promote harmonious relations between the Parties, any disputes regarding the interpretation of this agreement, discharges, discipline, wages and/or other terms and conditions of employment or operating conditions, shall first be presented to Management within fourteen (14) calendar days of the event giving rise to the dispute or within fourteen (14) days after the employee or the Guild knew, or by reasonable diligence should have known, of the facts giving rise to the dispute. The Guild must present such disputes in a written grievance, which will explain the dispute, will include a specific statement of the remedy sought, and request a meeting of a grievance committee regarding the dispute. Written grievances submitted outside of the fourteen (14) calendar day time limit are untimely and will not be addressed.

2. A grievance committee of not more than two (2) Pueblo Chieftain bargaining unit employees designated by the Guild and not more than two (2) Management representatives designated by the Employer shall discuss a timely grievance. The Guild may substitute the Local 37074 Administrative Officer for one of the two (2) Pueblo Chieftain bargaining unit employees designated by the Guild. Such meeting shall be held as promptly as possible after the Employer receives the written grievance, but in any case within seven (7) calendar days thereafter.

3. If the grievance committee resolves the dispute, the resolution shall be promptly reduced to writing and signed by at least one representative for each party and, if applicable, affected employee(s). If the grievance committee is not able to resolve the dispute, the Employer, or its designated representative, shall respond to the grievance in writing within fourteen (14) calendar days of the meeting.

4. In the event the procedure in Sections 1 to 3 above does not result in a resolution of the grievance and/or the Employer fails to respond within the fourteen (14) calendar day time period in Section 3, the Employer or the Guild may submit the matter to arbitration. To be timely, a demand for arbitration must be served within twenty (20) calendar days after the Employer's written response to the grievance or the expiration of the fourteen (14) calendar day time period for such response, whichever is earlier. At any time prior to or after a grievance is submitted to arbitration, by mutual agreement, the Employer and the Guild may hold settlement discussions in an attempt to resolve the grievance prior to arbitration hearing.

5. Grievances may not be consolidated for arbitration unless the Parties agree to do so in writing. However, contemporaneous occurrences or non-occurrences that affect numerous similarly-situated employees may be combined in a single grievance.

6. In the event that the dispute is not submitted to arbitration or is not timely submitted to arbitration, the matter shall be deemed closed, withdrawn, and waived. Additionally, neither party shall be obligated to arbitrate after the Agreement is terminated.
7. If the grievance committee cannot agree on a satisfactory arbitrator, then an impartial arbitrator shall be selected from an arbitration panel obtained from the Federal Mediation and Conciliation Service (FMCS). The party demanding arbitration shall request a panel of seven arbitrators, including the special requirement that the arbitrators on the panel be members of the National Academy of Arbitrators. If the parties cannot agree on one of the seven arbitrators listed on the panel, the Parties shall alternately strike names from the list until one arbitrator remains and is therefore selected.
8. After an arbitrator is selected, the arbitration hearing shall be held promptly. Each party shall bear its own expenses of preparing and presenting its own case at the hearing. The costs of such arbitration shall be borne equally by the Employer and the Guild, except that no party shall be obligated to pay any part of the cost of a stenographic transcript without express consent. Either party may request that a certified court reporter record the proceedings and that such transcript shall be the official record. The party requesting the certified court reporter shall pay the court reporter's fees and pay for copies of the transcript for itself and the arbitrator; the other party shall pay the cost of a copy of the transcript for itself, if requested.
9. The arbitrator shall limit their decision to the application and interpretation of the provision(s) of this Agreement and shall have no power to add to, subtract from, or modify the provisions of this Agreement in arriving at a decision on the grievance presented for resolution.
10. The award of the arbitrator shall be in writing, and shall be final, conclusive, and binding on the Employer, the Guild, the grievant(s), and the employees(s) involved.
11. In the event the arbitrator awards back wages or other retroactive relief, such remedy shall not be retroactive any earlier than fourteen (14) calendar days before the written grievance was received by the Employer. No award of back wages shall exceed the amount of wages the employee would otherwise have earned at the Pueblo Chieftain for the relevant time period, less any unemployment, workers' compensation, and/or disability benefits they received during the same time period, and less any other income that would not have been available or earned had the employee retained their employment with the Employer.
12. If the Guild desires to have employees participate in an arbitration proceeding, the Guild must provide the Employer with seven (7) calendar days advance written notice.
13. The time limits contained in this Article are considered to be of the essence, but the Parties may mutually agree in writing to extend such time limitations.
14. The Parties jointly acknowledge the importance of the supervisor-employee relationship to the efficient, harmonious conduct of the Employer's business and to the workplace communications process. The Parties likewise acknowledge that this relationship is not a substitute for the employee's right to request and receive assistance from the Guild regarding

their rights under this Agreement and labor and employment law, provided such request and assistance does not interfere with the work of any employees or the Employer's newspaper operation.

ARTICLE 15 EMPLOYEE DISCIPLINE AND DISCHARGE

1. Except as provided in Article 4, Section 2, there shall be no disciplines or dismissals except for just cause.
2. The employee shall be notified in writing of the reason for their dismissal.
3. Management will provide fair treatment to all employees and provide coaching that is prompt, uniform and impartial. The major purpose of any corrective action is to re-establish performance expectations, correct the problem, prevent recurrence and prepare the employee for sustained and satisfactory performance in the immediate future. In the event that disciplinary action is deemed necessary, it shall generally be applied in the following order:

- (1) Verbal warning
- (2) Written warning
- (3) Suspension without pay, or last and final warning
- (4) Termination of employment

The Employer shall furnish to the employee a copy of any criticism, simultaneously with its being placed in the employee's personnel file. The employee shall be allowed to place in such a file a response to anything contained therein which such employee deems to be adverse. Any such response shall be written on an employee's own time and not done on employer time. An employee shall have the right to review the employee's personnel file by appointment with Human Resources and upon request shall be provided copies of all materials in the employee's file. No derogatory personnel record shall have any effect after twelve (12) months following its date, providing there has been no subsequent derogatory personnel record for like cause filed in the interim. For any step prior to termination, management may utilize any of the disciplinary steps more than once.

Management may at its discretion, based on the severity of the situation, move to any step of progressive discipline including termination. Except as provided in Article 4, Section 2, the Guild may grieve any discipline as provided for in the Grievance Procedure.

ARTICLE 16 REDUCTIONS OF THE WORKFORCE

1. When dismissals are to reduce the force, the Employer shall notify the Guild, on or before the day the layoffs are to take effect, of the job title(s) and number of employees affected.

The Employer shall also notify affected employees on or before the day the layoffs are to take effect.

2. Dismissals to reduce the force shall be made in inverse order of seniority within the affected job title, provided those remaining are qualified, in the judgement of the Employer, to perform the work required. However, a junior employee may be retained if, based on objective and quantifiable criteria as determined by the Employer through its formal evaluation process, the employee is significantly and demonstrably more qualified to perform the job. Any dispute over qualifications of employees shall be subject to the grievance/arbitration provisions of this Agreement.

3. During the seven (7) day period following notification of dismissals to reduce the force, the Employer may in its sole discretion, accept voluntary resignations or retirements from employees in the job title(s) involved, with such employees, if the voluntary resignation is accepted by the Employer, being paid the amount of severance pay provided for layoff in Article 9, Severance.

4. If the Employer conditionally accepts a voluntary resignation or retirement, the Employer shall offer to rehire the employee originally selected for layoff. Such employee shall have seven (7) days to accept or reject the offer of rehire.

a. If such employee accepts rehire, the Employer shall pay such employee for wages lost during the layoff and the Employer will accept the voluntary resignation or retirement.

b. If such employee fails to respond to the offer or rejects rehire, they shall remain laid off, shall receive the severance pay provided for layoffs in Article 9, Severance under the terms and conditions set forth therein, and shall not be on any rehire list. In such case, the employee offering to voluntarily resign or retire may retain employment or may still resign or retire at their option, but without severance pay.

5. Employees dismissed to reduce the force shall be on a rehire list for a maximum of one-hundred-eighty (180) days.

a. Future bargaining unit job openings shall not be filled by outside applicants until the Employer offers to rehire employees on the rehire list within the job title for which there is an opening, provided such employees are qualified, in the judgment of the Employer, to perform the work required. Any dispute over qualifications of employees shall be subject to the grievance/arbitration provisions of this Agreement

b. The Employer will send offers to rehire to the individual's last known mailing address and email as reflected in the Employer's records.

c. If an individual does not respond to the offer to rehire within seven (7) days of mailing/transmission or they do not accept rehire, the employee will be removed from the rehire list.

d. When an employee on the rehire list is recalled and rehired, their previous employment, but not their time spent on the rehire list, shall be counted in determining their rate of pay, seniority, and vacation/sick leave entitlement.

e. Any period of employment for which severance has been paid and not refunded shall not be counted as employment in calculating any severance pay for which the employee might become eligible after rehire.

f. Seniority means the length of continuous employment. Employment shall be deemed continuous unless interrupted by dismissal for just cause, resignation, retirement or refusal to accept an offer of rehire into the job title in which they worked when laid off. However, some leaves of absence or portions thereof may not count towards an employee's credited service time for purposes of seniority.

6. The Employer will give the Guild at least two (2) weeks' notice of intent to introduce new or modified equipment, machines and/or apparatus that will create new job classifications or subsequently and substantially alter the job content of existing job classifications. Employees shall be retrained at the expense of and on the time of the Employer.

7. Guild represented employees may, at the Employer's discretion, be offered voluntary buyouts or the chance to participate in a voluntary early retirement program. The payment of any buyout or early retirement incentive shall be conditioned on the employee signing, and thereafter not revoking, a general waiver, release, and covenant not to sue drafted by the Employer.

ARTICLE 17 EXPENSES AND EQUIPMENT

1. Employees will be compensated for the use of a personal automobile in the service of the Employer on the same basis and to the same extent as non-union employees of the Employer not covered by the collective bargaining agreement but in no event shall the mileage rate be more than twenty-five cents (\$0.25) below the IRS allowable mileage rate. This section does not apply to the use of Employer vehicles.

2. Employees that are required to drive their personal vehicle for business purposes shall maintain, at their own expense, auto insurance coverage at the levels mandated by Colorado law. Employees are required to provide proof of coverage to the Employer upon request.

3. Employees will be covered by the Employer's Travel and Reimbursement Policy and its Mobile Policy on the same basis and to the same extent as non-management employees of the Employer not covered by a collective bargaining agreement. Notwithstanding the above, the monthly cell phone stipend for eligible employees will be not less than \$60.00 per month.

4. All other necessary working equipment, as determined by the Employer, shall be provided to the employee and paid for by the Employer, to be used only in the Employer's business, unless otherwise expressly authorized. Except as provided for photographic equipment in Section 5 below, if employees choose to use their own personal equipment in the performance of their job duties, they do so at their own risk, and the Employer will not in any way be responsible for the loss or damage of such equipment.
5. For employees who use personal photographic equipment on the job, the Employer shall pay costs of membership in the National Press Photographers Association (NPPA) and shall pay the premiums for equipment insurances offered through the NPPA.
6. Data, photos, videos and/or other materials created or stored for work purposes on Employer-provided equipment and/or employees' personal devices are the property of the Employer. Employees' use of Employer-provided equipment and/or their personal devices must comply with and is subject to the Employer's Information Technology policies, including but not limited to its Acceptable Use Policy.

ARTICLE 18 MILITARY LEAVE

1. An employee who has left or leaves the employment of the Employer to enter any kind of military service of the U.S. government or of any state, territory or federal district of the United States or service with any organization which is in lieu of such service, shall be considered an employee on leave of absence, such absence not to exceed five (5) years, and on release from such service, unless dishonorably discharged therefrom, shall resume the same position or a comparable one with a salary no less than what the employee would have received if employment with the Employer had been continuous.
2. Time spent in such service shall be considered service time with the Employer in computing severance pay, experience rating, length of vacations, and all other benefits which depend in whole or in part upon the length of service with the Employer.
3. An employee leaving for such service shall, upon request, receive their accrued and unused PTO.
4. If an employee, upon return from such service, is found to be physically incapacitated to the extent that the employee is unable to resume former employment with reasonable accommodation, the Employer shall make all efforts to place the employee in other acceptable employment with the Employer. If such other employment is not found, the employee shall receive severance pay.
5. Application for resumption of employment must be made within 90 days after termination of such service, plus travel time from separation center to place of employment.
6. An employee promoted to take the place of one entering such service may, upon the

resumption of employment by such employee, be returned to the promoted employee's previous position and at a salary no less than what the employee would have received if service in the former classification had been continuous. An employee so promoted, and while such promotion is temporary, shall continue to accumulate experience credit in the classification from which the employee was promoted. In the event of a subsequent re-promotion to the same classification the employee shall receive full experience credit in such new classification.

7. An employee hired or promoted as replacement for an employee entering such service shall be given a written notice to that effect at the time of such employment or promotion, said notice to state which position is being replaced, and a copy of such notice shall be sent to the Guild.

8. A leave of absence without pay shall be granted to an employee for training service, or call to duty for emergency service in connection with conditions caused by natural phenomena or human acts, including by way of example but not limited to storm, flood, fire, explosion, riot or other civil disturbance, with the National Guard, the Army, Navy, Marines, Air Force or Coast Guard Reserve, and the Colorado Civil Air Patrol. All of the above provisions, excepting Section 5, shall apply to all such service herein. Resumption of work after such service shall be made within a reasonable time, including consideration for necessary travel time.

ARTICLE 19 LEAVES OF ABSENCE

1. Discretionary Unpaid Leaves. The Employer, at its discretion, may grant employees unpaid leaves of absences, which shall be on a non-precedential basis. The employee should submit a request in writing as soon as they become aware of the need for a leave. The Employer will consider the request in accordance with applicable law and the Employer's leave policies, and will notify the employee within five (5) business days if the leave request is granted or denied. The Employer's decision shall be final and shall not be subject to the grievance or arbitration process under Article 15.

2. Parental Leave. Employees shall be eligible for up to ten (10) weeks of paid parental leave (PPL), to be taken within the first twelve (12) months following the birth, adoption, surrogacy or foster care placement of an employee's child. PPL must be taken in full-week increments. PPL is in addition to Short-Term Disability Benefits, but runs concurrently with parental leave taken pursuant to the FMLA, the Colorado Family Care Act (CFCA), and/or the Colorado Family and Medical Leave Insurance Program (FAMLI). The Employer, at its discretion, may grant requests for additional child care leave (to care for a newborn or a child placed for adoption or foster care), not to exceed one (1) year, which shall be on a non-precedential basis. The Employer's decision with respect to such additional child care leave shall be final, and shall not be subject to the grievance or arbitration process under Article 15.

3. Emergency Leave. The Employer shall consider requests for leave where personal or family emergencies exist, which shall be at the Employer's discretion and on non-precedential basis. With the Employer's approval, employees may use accrued but unused PTO days for

approved emergency leaves. The Employer's decision shall be final, and shall not be subject to the grievance or arbitration process under Article 15.

4. Funeral/Bereavement Leave. Funeral/Bereavement leave shall be granted as follows:

a. Full-time employees may take up to five (5) regularly scheduled consecutive working days of paid leave (with an additional two days for out-of-state travel approved by the employee's manager) to attend the funeral or memorial service of an immediate family member (as defined below) and deal with related personal matters. In the event of the death of a loved one close to the employee, a manager may approve up to three (3) paid days off to a full-time employee to attend the funeral or memorial service and deal with related personal matters. Part-time employees will be allowed paid bereavement leave pursuant to this policy if the day of the funeral or memorial service coincides with a regularly scheduled work day.

b. Bereavement pay is calculated on the base pay rate at the time of absence and will not include any special forms of compensation such as incentives, commissions, discretionary bonuses or shift differentials.

c. "Immediate family" members consist of spouse or significant other, domestic partner or partner in a civil union, child, step-child, parent, stepparent, sibling, step-sibling, grandparent, grandparent-in-law, grandchild, mother-in-law and father-in-law.

d. With respect to funeral/bereavement leave, employees shall give as much advance notice as is reasonably possible to their supervisor. Employees may, with their supervisor's approval, be allowed to use accrued but unused paid leave for additional time off or, again with their supervisor's approval, take additional unpaid time off.

e. The Employer may request documentation of the death and/or funeral or memorial service. Special family situations will be reviewed on a case-by-case basis.

5. Absences Associated with Legal Proceedings.

a. Jury Duty. All regularly employed bargaining unit employees are eligible for paid jury duty leave as provided below.

b. An eligible employee will be allowed time off for responding to a summons for jury duty and, if applicable, serving as a juror. In the event an employee is dismissed after reporting for jury duty, the employee will return to work for the remainder of their scheduled shift, unless travel time or distance makes this impractical. Employees are required to report back to work as soon as reasonably possible following the conclusion of jury duty. Either Gannett Co. or the employee may request to be excused from jury duty if, in Gannett Co.'s judgment, the employee's absence would create serious operational difficulties.

c. Eligible employees will receive their regular pay for up to ten (10) days of jury

duty. Jury duty pay will be calculated based upon the employee's base pay rate times the number of hours the employee would otherwise have been scheduled to work on the day of absence consistent with Section 5(d). Beyond ten (10) days of jury service is unpaid, but employees may choose to use any accrued but unused paid time off during any period of unpaid jury service. Employees are not required to sign over to the Employer any court compensation checks they receive for paid jury duty.

d. Schedules may be reasonably be changed by the Employer in order to accommodate jury duty.

e. Employees must show their supervisor their jury duty summons or notice as soon as possible so that arrangements may be made to cover the absence. After completion of jury duty, employees must furnish their supervisor with evidence of having served on a jury for the time claimed.

f. Witness Duty/Court Appearances. Employees who are summoned/subpoenaed/court ordered or otherwise noticed to appear in court as a witness will receive an unpaid leave of absence.

g. In the case of an absence for any of the reasons covered by this Section 5, employees are required to give as much advance notice to the Employer as is reasonably possible.

h. PTO will continue to accrue during any period of absence covered by this Section 5. Observed Employer-paid holidays will also be paid during such absences.

6. FMLA/CFCA/FAMLI Leave. Eligible employees will receive leaves of absence in accordance with the Family and Medical Leave Act of 1993 (FMLA), the Colorado Family Care Act (CFCA), and the Colorado Family and Medical Leave Insurance Program (FAMLI), and all leaves of absence provisions of this Agreement shall be applied consistent with the FMLA, CFCA, FAMLI, and any other applicable state, federal or local law. The parties agree that the Employer may require an employee use at the beginning of an FMLA/CFCA leave of absence all accrued but unused paid time off which the employee may have before becoming eligible for unpaid FMLA/CFCA leave, except when the employee is receiving FAMLI, short-term disability, long-term disability, or workers' compensation benefits during the FMLA/CFCA leave period, in which case the employee may choose to supplement those benefits with their accrued but unused paid time off. All paid time off so taken shall run concurrently with FMLA/CFCA/FAMLI leave and shall therefore be counted towards the employee's FMLA/CFCA/FAMLI leave entitlement. The Employer will utilize a rolling twelve (12) month period measured backward from the date an employee uses any FMLA/CFCA leave to determine whether an employee is entitled to additional leave.

7. No Effect on Seniority/Conformance with Law. Leaves provided for in this Article that do not exceed three (3) months shall not constitute breaks in the continuity of service for the computation of severance pay, vacations, or other benefits under this Agreement. Except with respect to leaves pursuant to Section 1, the Employer will continue to provide health benefits

during an approved leave of absence provided the employee remains current in the employee contribution. With respect to leaves pursuant to Section 1, coverage shall be as agreed to by the Employer and the employee requesting the discretionary leave. Further, all leaves pursuant to this Article 19 shall be granted in accordance with applicable Federal and Colorado law.

8. Union Leave. Bargaining unit employees shall be granted up to three (3) consecutive days of unpaid Union Leave to attend training or meetings called by the Guild. The Guild shall provide at least seven (7) days' notice of such leave to the Employer. No more than two (2) employees shall be on Union Leave at the same time, and no more than four (4) employees may receive Union leave in any calendar year. The employee on Union Leave may elect to use available paid time off for time missed from work or may elect to take the time without pay.

ARTICLE 20 MISCELLANEOUS

1. Employee performance will be reviewed at least annually.

2. New employees, hired at any time following the two-week anniversary of the closing, will be considered probationary during their first one hundred eighty (180) days of employment with The Pueblo Chieftain.

3. Management may institute, modify, suspend or terminate sales incentive plans at any time as long as the changes made are applied equally to all sales staff within similarly situated assignments such as auto or real estate, assuring that the opportunity to earn commissions is equitable. No such incentive plan may be terminated prior to any expiration date set forth therein. Sales incentive plan goals shall be provided to employees at least five (5) business days prior to start of the measurable period. Management may modify or change such goals during the measurable period.

4. Draft monthly or quarterly goals shall be created by management then presented to the account executives and inside sales staff prior to the beginning of the goal period. Outside and inside sales staff may discuss with management, any concerns about the presented goals. Management shall take into consideration the concerns raised by the employee and final goals may be adjusted.

5. The Employer shall install and maintain one bulletin board on the main floor of the newsroom. The size of the bulletin board shall be at least three feet by four feet.

6. If the editing of an employee's story results in substantive changes the employee may request a meeting with management to discuss the matter before publication if possible. The employee may withhold their byline if they so choose. Once a byline is withheld it can only be restored to the story with management's approval. The privilege to withhold bylines prepublication does not extend to the right to engage in byline strikes, defined as the withholding by one or more employees for reasons other than journalistic integrity. If the Employer believes that a byline is being withheld for reasons other than those of journalistic integrity, it reserves the

right to affix the byline and the Guild reserves the right to grieve the affixing of the byline over the employee's protest.

7. Frequency of Publication: The Employer retains the sole right to determine the frequency of publication of the Employer's products. The Employer shall provide 45 days written notice to the Guild of the intent to reduce the frequency of the print and/or digital publications that the Employer produces. Reducing frequency is interpreted to mean that there may be certain days of the week where the Employer does not produce a print and/or digital publication. Any reductions in force will be subject to the provisions of the Article concerning Reductions to the Workforce. The exercise by the Employer of its rights to change the frequency of publication under this section shall not be subject to the grievance/arbitration procedures.

8. The Employer retains absolute discretion to determine the content of its newspaper or any other publication, such as the choice of material to go into the newspaper, and the decision made as to limitations on the size and content of the newspaper, and the treatment of public issues and public officials.

9. An employee shall not be permitted or required to process or prepare anything for publication in such a way as to distort any facts or to create an impression which the employee knows to be false.

10. If a question arises as to the accuracy or fairness of published material, managers, where practicable, will consult with the employee prior to the publication of a correction, retraction or insertion of additional material.

11. Newsroom Handbook: All employees in the newsroom will adhere to the "Newsroom Handbook" which may be revised from time to time.

12. Employer Policies: All bargaining unit members will adhere to the Employer's policies, whether contained in an employee handbook or otherwise, which may be revised from time to time. Should there be any substantive changes to such policies, the Guild may request to negotiate such changes within ninety (90) days of the introduction or implementation of the new policy. The Guild must be notified of any such changes.

ARTICLE 21

LABOR MANAGEMENT COMMITTEE

The Employer and the Guild agree to the creation of committees for the purpose of communication or resolution of issues of mutual interest. The parties understand such committees will be advisory and consultative in character and shall not be used for discussion of contract interpretation or alleged violations of the contract nor as grievance committees. Each party shall appoint a reasonable number of members to the committee. Either party may request a meeting in writing, specifying the subject(s) desired to be discussed. Such committees shall be dissolved by mutual agreement upon the conclusion of discussions on each issue.

ARTICLE 22 JURISDICTION

1. The work of the bargaining unit employees shall be work normally performed by employees within the bargaining unit and new or additional work assigned to the bargaining unit by the Employer.
2. Managers and supervisors shall be permitted to perform any work in the newsroom. Additionally, non-bargaining unit employees may continue to perform any work they have typically and historically performed. Stringers may continue to be used as they have typically and historically been used. Stringer, interns, and journalism fellows may perform bargaining unit work subject only to the limitations of this Agreement.
3. There will be no restrictions on the Employer's ability to receive and share content (print, digital or otherwise).
4. There is no limitation on the use of Artificial Intelligence (AI) with respect to any newsroom function, including the generation of news content, provided such content is consistent with the Ethical Guidelines and Policy for Gannett Journalists Regarding AI-generated or Assisted Content. AI is intended to be supplementary to local news reporting and writing and is not a replacement for it.
5. There shall be no restrictions regarding work assignments issued by management unless excluded by specific language in this Agreement.
6. The Employer may at its discretion introduce new equipment, processes, procedures and initiatives that may or may not be assigned to bargaining unit employees. However, this Agreement shall not be construed as to allow the Employer to assume work already being performed by bargaining unit members, unless demonstrated specific efficiencies are tied to such introductions.
7. The assignment of work for other Gannett-owned publications or operations shall not constitute a conferral of jurisdiction with respect to such work.
8. Copy editing, design work, pagination, digital optimization, planning, and interactive web publishing work may be performed by anyone, including but not limited to non-bargaining-unit employees at other Gannett-owned publications or operations.
9. Breaking local news content may be produced by journalists employed by or persons engaged by other Gannett-owned publications or operations in instances where such journalists are best situated to provide such coverage (*e.g.*, a non-unit journalist happens to be in the vicinity when a fire breaks out).
10. Employees at other Gannett-owned publications or operations may perform bargaining unit work in case of an emergency or in situations where a bargaining unit employee is not reasonably available (*e.g.*, illness, injury, PTO, leave of absence).

11. Classified Sales.

a. Self-serve platforms for classified advertisements are being utilized to allow customers to input their own advertisements for placement. Once the ad is entered by the customer, the advertisement will be reviewed for editing and publication. The Pueblo Chieftain inside classified advertising representatives/employees will provide final approval of the ad once editing is complete and place the ad for publication. Further, customers, if they so choose, still have the ability to place ads with Guild-represented employees as they have in the past provided the classified advertising representatives follow the procedures in place for ad placement via the self-serve platforms.

b. Classified Sales employees may be assigned work that is not within the Guild's jurisdiction, but the assignment of such work shall not constitute a conferral of jurisdiction with respect to such work.

**ARTICLE 23
DRUG & ALCOHOL POLICY**

1. Prohibited Use

The use of alcohol, illegal drugs, intoxicants and controlled substances (a "Banned Substance"), whether on or off duty, can impair employees' ability to work safely and efficiently. The Employer prohibits the use of these substances in the workplace. The Employer will not jeopardize the safety of the employee, other employees, our customers, the public and/or Employer operations due to an individual's poor judgment. Accordingly, the following are examples of prohibited activities which, if engaged in, may result in disciplinary action up to and including termination of employment:

a. Possession, use or being under the influence of a Banned Substance during working hours;

b. Operating a vehicle owned or leased by the Employer while under the influence of a Banned Substance;

c. Actual or attempted distribution, sale, manufacture or purchase of a Banned Substance during working hours or while on premises owned or occupied by the Employer; and/or

d. Unlawful use, distribution, sale, manufacture or purchase of a Banned Substance or prescribed medication; subject to applicable law.

2. Reasonable Suspicion Alcohol Impairment / Drug Testing

Unless prohibited by law, the Employer also reserves the right to request an employee who

it reasonably suspects to be violating this policy to consent in writing to a drug test and/or alcohol impairment test. An employee who is suspected of violating this policy will be suspended pending the receipt of the test results. No drug tests or alcohol impairment tests will be administered without the employee's written consent. An employee's refusal to consent to a drug test or alcohol impairment test upon request will constitute willful misconduct and will subject the employee to severe discipline, which in all likelihood will be termination of employment. Subject to applicable law, any employee involved in any workplace injury must, if requested by the Employer, immediately submit to a drug and alcohol test at the Employer's expense. An employee's refusal to consent to a drug test or alcohol impairment test upon request will constitute willful misconduct and will subject the employee to severe discipline up to and including termination of employment. "Workplace Injury" shall mean any injury or illness suffered by an employee that was sustained in the course and scope of employment (i.e., while furthering or carrying on the Employer's business including injuries sustained during work-related travel).

3. Notification and Employees' Rights

The test administrator/medical review officer will promptly notify both the employee and the Employer's authorized representative of positive results. All employees who test positive for a Banned Substance will be given the opportunity to explain, in a confidential setting, any reasons they may have for the positive test result. Each employee who is tested for a Banned Substance has the right to request and obtain from the Employer the written results of their test. Each employee should also be aware of the existence of State laws regarding drug-free workplace regulations and should review these laws if any questions arise under this policy.

4. Consequences of a Positive Test Result

If a drug test and/or alcohol impairment test reveals the presence of a Banned Substance in an employee's system, and if the employee does not or cannot provide satisfactory justification or explanation of the results to Corporate Human Resources, the Employer will take disciplinary action, up to and including termination of employment. If the employee has not violated other policies and has not engaged in any misconduct, the Employer, at its discretion, may allow the employee to enter a substance abuse or evaluation program and continue to work under a "last chance" type agreement. These agreements may be entered into in the Employer's sole discretion on a case-by-case basis.

5. Confidentiality of Test Results

The results of all drug tests and alcohol impairment tests conducted for or by the Employer will be disclosed only to the appropriate Employer personnel on a need-to-know basis and the individual tested, upon that individual's request.

6. Rehabilitation or Treatment Program

If an employee has a drug or alcohol problem that has not resulted in and is not the immediate subject of disciplinary action, the employee may request approval to take unpaid time off to participate in a rehabilitation or treatment program through the Employer's health insurance

benefit coverage. Leave of absence (the “LOA”) may be granted under the Family and Medical Leave Act “FMLA” (if the employee is otherwise eligible) if the employee agrees to abstain from use of the problem substance; abide by all the Employer policies, rules and prohibitions relating to conduct in the workplace; and if granting the LOA will not cause the Employer any undue hardship.

7. Prescription Drugs

The use of prescription drugs and/or over-the-counter drugs may also affect an employee’s job performance and seriously impair the employee’s value to the Employer. Any employee who is using prescription or over-the-counter drugs that may impair their ability to safely perform the job or may affect the safety or well-being of others must inform their Supervisor and submit a physician’s statement that the prescription drug use will not affect job safety. It is the employee’s responsibility to consult their physician or to read the medication label to determine whether or not such medication will impair the employee’s ability to safely perform their job. The employee is not required to identify the medication or the underlying illness. Various Federal, State and/or Local laws protect the rights of individuals with disabilities and others with regard to the confidentiality of medical information, medical treatment and the use of prescription drugs and substances taken under medical supervision. Nothing contained in this policy is intended to interfere with individual rights under or to violate these laws.

8. No Guarantee of Employment

Nothing in this Drug-Free & Alcohol-Free Environment Policy is to be construed as a guarantee of employment for any period of time, including but not limited to the time that any employee or prospective employee is participating in the Employer’s drug/alcohol impairment testing program or in a rehabilitation program. The Employer and its employees may terminate their relationship at any time, with or without cause or notice, in accordance with applicable laws.

9. Client Entertainment

On occasion, managerial, executive and sales staff may entertain customers during work hours or after work hours as representatives of the Employer. These occasions may include lunches, dinners and business conferences. On these occasions, only the moderate and limited use of alcoholic beverages is acceptable. Occasionally, alcohol is served at social events sponsored by the Employer. Only the moderate and limited use of alcohol is acceptable. Employees are expected to remain responsible, professional and sober at all times, and are *specifically prohibited* from operating a motor vehicle if they become impaired at such a function.

ARTICLE 24 NO STRIKES / NO LOCKOUTS

There shall be no strikes, including sympathy strikes, or lockouts under this agreement.

ARTICLE 25

NO DISCRIMINATION

In accordance with applicable law, neither the Employer nor the Guild will discriminate against any employee on the basis of race, sex, age, ethnicity, gender identity, gender expression, transgender, religion, color, marital status, national origin, sexual orientation, physical ability, or because of the exercise of Section 7 rights under the National Labor Relations Act.

ARTICLE 26 OUTSIDE ACTIVITY

Employees shall be free to engage in activities outside of work hours. However, if the activity involves performing services which in any way resembles work employees perform for the Employer, employees must first secure permission of management to ensure a conflict of interest does not exist.

ARTICLE 27 PRIVILEGE AGAINST DISCLOSURE AND AUTHENTICATION

1. Except as otherwise provided below, no employee shall be requested to give up custody of notes, records, or documents, or disclose knowledge or information concerning same to any party except the Employer and/or its representatives.
2. The Employer and/or its representative shall not publicly disclose the identity of any employee's source of information without obtaining the employee's consent, which consent shall not be unreasonably withheld.
3. The Employer shall notify the employee concerned of any demand on the Employer for surrender, disclosure or authentication of facts or other information gathered by employee within the scope of their employment as part of the newsgathering process.
4. Except pursuant to a court order, the Employer and its representatives shall not release to third persons an employee's unpublished notes, records or documents, nor shall Employer release any other unpublished information gathered by employee within the scope of their employment as part of the newsgathering process.
5. The Employer agrees that in the event an employee is the subject of a subpoena or is named as defendant in a legal action arising from the employee's role in the preparation of a published news story or from the employee's refusal to authenticate or disclose the source of a news account, counsel will be provided by the Employer for the employee's defense. The Employer also agrees to indemnify the employee against damages, loss of salary, benefits and any other expenses incidental to a defense of the subpoena or the action. The foregoing provision shall also apply should an employee be called before a grand jury, legislative investigative panel, or other duly constituted legal commission or authority as a result of a published news story or the employee's refusal to authenticate or disclose a source. However,

provision of counsel by Employer and/or the obligation to indemnify employee shall be optional with the Employer where the issue is the employee's refusal to comply with an outstanding court order for the identification of a source, the production of documents or the appearance before a court or tribunal to give testimony concerning any aspect of the newsgathering process. The foregoing provisions shall not apply when the action against the employee is the result of the employee's reckless conduct or disregard of instructions or of Employer's established policies.

6. The Employer's obligation as specified in Section 5 shall cease at the point at which the employee refuses to follow the advice of counsel provided by the Employer and/or elects to proceed on a course of action that is different than that recommended by counsel provided by the Employer.

7. Any discharge or other disciplinary action based upon this article shall be subject to the grievance and arbitration provisions of Article 15 of this agreement in accordance with the terms of Article 15, Section 1.

ARTICLE 28 SAFETY AND HEALTH

The Employer shall comply with all applicable laws, standards and regulations as they apply to providing a safe workplace for its employees. Employees shall not be penalized or discriminated against for reporting workplace safety or health issues.

ARTICLE 29 MANAGEMENT RIGHTS

The Guild agrees that the Employer has and will continue to retain the sole and exclusive right to manage its operations and retains all statutory, common law and/or inherent management rights, whether exercised or not, unless specifically abridged, modified or deleted by the provisions of this Agreement. Such rights include, but are not limited to, the right to determine the mission, location, and size of all departments and facilities; to direct its work force; to discipline and discharge employees for just cause; to determine the size and composition of the work force; to eliminate positions; to determine the operating budget of the business; to install or introduce new, changed or improved methods of operations; to regulate the use of facilities, equipment and/or other property of the Employer; and to maintain the efficiency of the business.

ARTICLE 30 TRANSFERS AND PROMOTIONS

1. **LOCATION TRANSFER:** No employee shall be transferred by the Employer to a subsidiary, related or parent company of the Employer, in excess of sixty (60) miles from their current work location, without the employee's consent and payment of all transportation and other moving expenses of the employee and family. There shall be no impairment of benefits or reduction

in salary or pay less than the prevailing wage at the destination as a result of such transfer. An employee shall not be penalized for refusing to accept a transfer.

2. **INTERNAL TRANSFER:** No employee shall be transferred by the Employer to another position, job classification, district or territory outside of their current department without the employee's consent. There shall be no reduction in salary or impairment of benefits as a result of such transfer, nor shall an employee be penalized for refusing to accept such a transfer. This does not apply to a change in job assignment or position within the department as may be assigned by management.

3. No employee shall in any way be penalized for refusing to accept a promotion.

ARTICLE 31 LEGALITY/STABILITY OF AGREEMENT

1. **Conformance with Law.** If any term or provision of this Agreement is at any time declared to be invalid by a court of competent jurisdiction, such decision shall not invalidate the entire Agreement. All other terms and provisions of this Agreement not declared invalid shall remain in full force and effect.

2. **Written Amendment Only.** No agreement, understanding, alteration or variation of any term or provision of this Agreement shall bind the Employer and the Guild unless made and executed in writing by the Employer and the Guild.

3. **No Waiver of Rights.** The failure of the Employer to insist, in any one or more incidents, upon performance of any of the terms or provisions of this Agreement shall not be considered as a waiver or relinquishment of the right of the Employer to future performance of any such term or provision.

ARTICLE 32 TRAINING

Employees will continue to participate and complete all required training. Guild members will participate in and complete annual training on Newsroom Ethics, Code of Conduct and Sexual Harassment and will acknowledge receipt of the employee handbook. In addition, the Employer agrees to adhere to all laws governing employees' Section 7 rights.

ARTICLE 33 DURATION AND RENEWAL

1. This Agreement will commence on January 1, 2025 and will remain in full force and effect until December 31, 2026.

2. This Agreement shall thereafter automatically continue from year to year for a successive term of one (1) year unless the Employer or the Guild shall give to the other written notice by: (i) electronic mail; or (ii) hand-delivered letter, of its desire to modify or terminate the Agreement, at least sixty (60) days prior to the expiration date. During negotiations, this Agreement shall remain in full force and effect unless either party serves written notice (of at least (60) days) of its intent to formally terminate the Agreement.

Denver Newspaper Guild:

The Pueblo Chieftain:

Tracy Harmon February 21, 2025

Zach Hillstrom February 21, 2025

Nicole Valdez February 21, 2025

Christopher Abdelmalek February 21, 2025

Tony Mulligan February 21, 2025

ATTACHMENT A
(as January 21, 2025)

Guild Covered Job Titles:

Account Executive
Inside Classified Sales Representative (Including Account Advisor – Classifieds)
Photographer
Reporter
Public Notice Representative/Advisor
Creative Consultant (including Ad Traffic Specialist)
Paper Planning Specialist (including Ad Layout Specialist)

Exempt or Non-Guild Job Titles:

Associate Manager, Inside Sales
Director, Content
Editor
Distribution Supervisor