

**EXTENSION AGREEMENT BETWEEN
AMERICAN POSTAL WORKERS UNION, AFL-CIO
AND
WASHINGTON-BALTIMORE NEWSPAPER GUILD
LOCAL 32035, AFL-CIO CLC**

The parties agree to extend all provisions of the current collective bargaining agreement, and add the provisions noted below, until April 30, 2016:

1. A new paragraph D shall be added to ARTICLE X—CLASSIFICATION AND SALARY, Section 1, Base Salary Increases, as follows:

D. Effective November 21, 2015, each bargaining unit employee shall receive a base salary increase of 1.5% over the employee's base salary.

2. The following shall be added to the end of ARTICLE X—CLASSIFICATION AND SALARY, Section 2, COLA, B. Effective Dates of Adjustment:

- the second full pay period after the release of the July 2015 Index
- the second full pay period after the release of the January 2016 Index

3. Paragraph 1 under ARTICLE XI—ANNUAL LEAVE, shall be rewritten as follows:

Employees in the bargaining unit as of January 1, 2015, shall receive 30 days of annual leave, which shall accrue at the rate of 2.5 days per month in a paid status, not to exceed 240 hours per year. Employees hired into the bargaining unit on and after January 1, 2015, shall accrue annual leave according to the following schedule:

Employees with less than 3 years of service:	13 days/year
Employees with 3 through 9 years of service:	20 days/year
Employees with 10 to 15 years of service:	25 days/year
Employees with 15 or more years of service:	30 days/year

Signed this 7th day of May, 2015.

**AMERICAN POSTAL WORKERS
UNION, AFL-CIO**

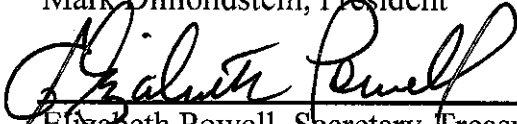
**WASHINGTON—BALTIMORE
NEWSPAPER GUILD LOCAL 32035,
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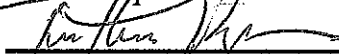
Mark Dimondstein, President



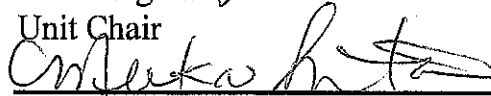
Rick Ehrmann
Local Representative



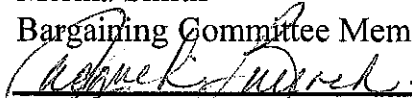
Elizabeth Powell, Secretary-Treasurer



Tim Fitzgerald
Unit Chair



Merika Smith
Bargaining Committee Member



Jacqueline Bullock
Bargaining Committee Member