

## VOLUNTARY RECOGNITION AGREEMENT

This Agreement is entered into between the Baltimore Sun Company, LLC ("Employer") and the Washington-Baltimore Newspaper Guild, Local 32035 ("Guild") this 3<sup>rd</sup> day of December 2018.

WHEREAS the Guild has, by letter dated November 14, 2018, formally requested that the Employer recognize the Guild as the collective bargaining representative of certain of the Employer's employees;

WHEREAS, the parties thereafter agreed to the definition of a bargaining unit and a card-check process, as set forth herein, in order to facilitate the will of the majority of the unit of the Employer's employees;

It is therefore agreed as follows:

1. The Employer and the Guild agree that the bargaining unit shall consist of all full- and part-time news and editorial employees of the Carroll County Times, the Community Papers marketed under the banner the Baltimore Sun Media Group, the Annapolis Capital-Gazette, and the staff writer and journalist employed at "SoundOff," but excluding all other employees including supervisors, managers, confidential employees and guards as defined by the National Labor Relations Act. The parties agreed that, as of November 27, 2018, the list of then included, and excluded, employees and positions is attached hereto as Exhibit A.

2. On December 4, 2018, the Employer shall provide to the Guild a complete list of all employees in the unit as of November 27, 2018, with their work location, home address, email address(s) and phone number(s).

3. The parties hereby agree to request that Herbert Fishgold be retained by the parties to review any and all authorization cards submitted by the Guild to determine whether a majority of the included employees listed in Exhibit A designated the Guild as their bargaining agent. The parties shall endeavor to conduct the card check within 14 days of the execution of this Agreement. Upon Arbitrator Fishgold concluding that the Guild enjoys such majority status, the Arbitrator shall promptly issue to both parties a letter by which he certifies that the Guild has been designated as the collective bargaining representative of a majority of the employees in the unit.

4. By and upon the issuance of said certification, the Employer shall recognize the Guild as the collective bargaining agent for its employees in the bargaining unit for purposes of negotiating and executing a collective bargaining agreement covering wages, hours and working conditions as defined by the National Labor Relations Act.

5. Upon the issuance of the certification, the parties shall commence good faith negotiations for an initial collective bargaining agreement.

The Baltimore Sun Company, LLC

By:

Dated: 12/3/18

Title: President + Editor-in-Chief

Washington-Baltimore Newspaper Guild, Local 32035

By:

Dated: 12/3/18

Cet Parks, Executive Director