

Miami Herald/el Nuevo Herald & Bradenton Herald Authorization to Deduct Guild Membership Dues

To: McClatchy, LLC:

I hereby assign to the Newspaper Guild-CWA Local 3108 (or successor Guild Local) and authorize the Employer to deduct biweekly from any salary earned or to be earned by me as an employee, an amount equal to the Guild initiation fees, dues and assessments as certified by the Treasurer of the Guild starting in the first week in the month following the date of this agreement. I further authorize and request Employer to remit the amount deducted to the Guild not later than ten (10) days after the deduction.

This assignment and authorization shall remain in effect until revoked by me in writing by certified mail to both the Employer and the Guild no more than (thirty) 30 days or less than fifteen (15) days prior to the annual anniversary of contract ratification; or prior to expiration of each successive 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.

I further agree that should I experience a break in service with the Employer that does not exceed twelve (12) months, this assignment and authorization shall remain in effect for up to 12 months during any break in service and the deductions shall resume with the first period after my re-employment.

This assignment and authorization is voluntary made in order to pay my equal share of the Guild's cost of operation and is not conditioned on my present or future membership in the Guild.

This assignment and authorization supersedes all previous assignments and authorizations heretofore given by me in relation to Guild initiation fees, dues, and assessments

Employee's Signature

Date