


## MEMORANDUM OF AGREEMENT

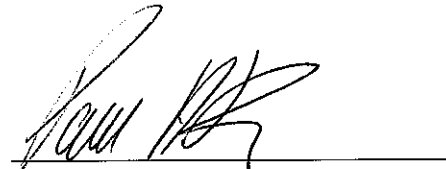
Catholic News Service and the Washington-Baltimore Newspaper Guild (TNG-CWA 32035), agree to extend the January 1, 2014-December 31, 2015 collective bargaining agreement through December 31, 2017, with the following modifications:

1. Effective January 1, 2017, all Guild-covered employees shall receive a 3% salary increase, or the same increase as USCCB non-Guild employees, whichever is greater.
2. The pay scales contained in Article XIX will be increased by the amount of the salary increase received.

Catholic News Service

Washington-Baltimore Newspaper  
Guild, CWA Local 32035

  
\_\_\_\_\_  
Greg Erlandson  
Editor-in-Chief and Director

  
\_\_\_\_\_  
Paul Reilly  
Representative

Date: 10/31/16

Date: 11/8/16