

Memorandum of Agreement

The American Federation of Labor and Congress of Industrial Organizations (“Employer”) and the Washington-Baltimore News Guild Local 32035 (“Guild”) agree as follows:

1. Effective February 5, 2016, for all positions that are currently vacant, become vacant or are newly created and are filled with external candidates, will be treated as “fund employees” for the purposes of their terms and conditions of employment under this memorandum of understanding. This provision will remain in effect until March 31, 2018. During this period the contractual caps in Article XX shall not apply.
2. Upon ratification of this memorandum bargaining unit employees shall receive a signing bonus of one (1) weeks’ pay. This payment shall be made to all bargaining unit employees at the following payroll period after ratification.
3. There shall be a moratorium on the ability to bank vacation time from February 5, 2016 to March 31, 2018. Bargaining unit employees shall not have the ability to bank vacation, though current carryover policy and procedures shall remain in place.
4. In the course of the negotiations this year, the parties have considered the anticipated serious economic issues faced in the next few years and acknowledged the possible need for substantial reductions in costs for the AFL-CIO during this period. Management is committed to the concept of shared and equitable sacrifice and is committed to management leading by example. For that reason, management has notified the bargaining team that managers have been informed there will be no across the board increases in salaries of managers from now through March 31, 2018. In the event management anticipates substantial layoffs, the parties will meet and discuss all possible options including possible reductions of terms, such as reduction of hours or benefits, to avoid some or all of the layoffs. Management will work in good faith with the Guild to minimize negative impact on Guild membership.
5. The AFL-CIO headquarters will normally be open for business for the working days of the holiday period between Christmas day and New Year's Day. However, the Washington-Baltimore News Guild Local 32035 bargaining unit shall be granted paid administrative leave for these workdays in each year of this memorandum of understanding.
6. This memorandum of Agreement shall expire on March 31, 2018.

AFL-CIO

Date

WBNG Local 32035

Date