

**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, 2016, with the following modifications:

1. Effective January 1, 2016, 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 same amount.

Catholic News Service

By: 

Date: 11.2.15

Washington-Baltimore Newspaper  
Guild, CWA Local 32035

By: 

Date: 11/8/15