

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is between the Washington-Baltimore News Guild (“the Guild”) and Radio Free Asia (“RFA”) and is for the purpose of extending the existing collective bargaining agreement (“the Agreement”) which covers the period February 1, 2018 through January 30, 2021 for an additional year, through January 31, 2022.

The following are the terms which shall apply during the period, February 1, 2021 through January 31, 2022:

1. With the exception of paragraphs 2, 3, 4, and 5 below, all of the other terms of the Agreement shall remain unchanged.
2. Article XVII SALARIES, Section 1 shall be modified to add a new Subsection D which shall read:

D. Effective January 2022:

- (1) Effective the first full bi-weekly pay period in 2022, each bargaining unit employee shall receive a salary adjustment equal to any salary increase given to Federal Government employees for FY 2022 (stated as a percentage above then-current wages for each bargaining unit employee), plus one percent (1%). RFA shall have thirty (30) days from the beginning of the first full pay period or from the date of the announced increase for Federal Government employees (whichever is later) to implement any increase, which shall be retroactive to the beginning of the first pay period.
- (2) Within the same time period identified in paragraph (1), above, RFA shall also provide a performance-based award to bargaining unit employees whose performance evaluation for the performance year ending September 30, 2021, as determined by RFA management, warrants a

performance award. The total funds to be apportioned among each language service's eligible employees for this award shall be one-quarter percent (0.25%) of the total salaries of all bargaining unit employees in that language service as of December 31, 2021. RFA management's apportionment could result in some of a language service's eligible bargaining unit employees receiving more or less than a one-quarter percent (0.25%) award. RFA management shall retain sole discretion whether to pay this award as a one-time cash payment or as a wage adjustment added to the employee's then-current wage rate, or in any combination thereof. RFA management's apportionment and discretion on how to pay it shall not be subject to the grievance or arbitration procedures in this Agreement.

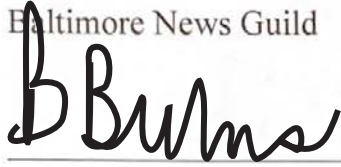
- (3) In addition to paragraphs (1) and (2) above, RFA may grant merit/performance-based awards to some or all bargaining unit employees in an aggregate amount not to exceed one-quarter percent (0.25%) of the total straight time salaries of all bargaining unit employees as of December 31, 2021 (e.g., if total straight time salaries amount to \$7 million, then the aggregate amount that may be given in merit/performance-based awards may be up to \$35,000). Any individual merit/performance-based award may be paid as a one-time cash payment or as a wage adjustment added to the employee's then-current wage rate, or a combination of cash payment/wage adjustment. Any merit/performance-based awards under this paragraph (4) shall be awarded no later than June 30, 2022. RFA management's apportionment of this merit/performance-based award shall not be subject to the grievance or arbitration procedures in this Agreement.

3. Article XXIX EXPENSES, Section 1 shall be modified to add a fourth bullet under "Transportation" which shall read: "One hundred sixty-five dollars (\$165) per month from February 1, 2021 through January 31, 2022."

4. APPENDIX A (PAY BANDS) shall be modified as follows:

- a. Change "January 31, 2021" in the introduction sentence to "January 31, 2022"
 - b. Add a last sentence which reads: "First Full Pay Period of Calendar Year 2022: All minimums/maximums shall be adjusted by the total percentage increase under Article XVII, Section 1, D (1) and (2) to the nearest \$100."
5. Article XXXV, Section 1 shall be modified to change the expiration date to January 31, 2022.

RADIO FREE ASIA
Baltimore News Guild




Bernadette Mooney Burns
General Counsel
Director

November 12, 2020

12/11/20

Washington-



12/11/20

Cet Parks
Executive

November 12,