

MEMORANDUM OF AGREEMENT

between

AMERICAN NURSES ASSOCIATION (ANA)

and

WASHINGTON-BALTIMORE NEWS GUILD, TNG, CWA LOCAL 32035 (WBNG)

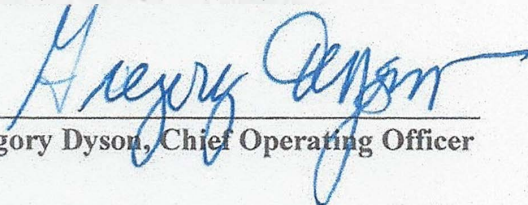
This Memorandum of Agreement amends the August 21, 2018 through April 30, 2021 Collective Bargaining Agreement between ANA and WBNG as follows:

1. The term of the Collective Bargaining Agreement is extended through April 30, 2022.
2. Wage increases will be effective on or before May 1, 2021 as follows:
 - a. A 1.5% across the board wage increase for all WBNG collective bargaining unit members
 - b. A merit incentive pool equal to 1.5% of the annualized unit payroll at the end of fiscal year 2020 to be distributed to WBNG collective bargaining unit members that meet eligibility and merit-based criteria. Decisions regarding the meritorious performance and the award of incentive payments will be made at the sole discretion of ANA and will not be subject to the grievance and arbitration provisions of the Collective Bargaining Agreement.

All other terms and conditions of the Collective Bargaining Agreement will remain unchanged.

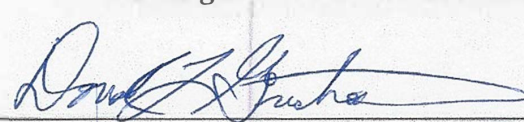
In witness whereof the parties hereto have set their hands and seals this 22nd day of December, 2020.

American Nurses Association



Gregory Dyson, Chief Operating Officer

Washington-Baltimore News Guild



Donald Griesheimer, Unit Chair for WBNG

Signature:

Email: gregory.dyson@ana.org