

**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement (“MOA”) is entered into this 12<sup>th</sup> day of June 2017, by the National Association of Social Workers (“NASW”) and Washington-Baltimore Newspaper Guild Local 32035 (“the Union”) for the purpose of setting forth the terms of the parties’ collective bargaining agreement for the period July 1, 2017 through June 30, 2019. NASW and the Union agree as follows:

1. All of the terms of the collective bargaining agreement covering the period, July 11, 2014 through June 30, 2017 (“the Agreement”) shall remain in effect through June 30, 2019, thereby extending the Agreement for two (2) additional years, with the exception of the following items set forth in paragraphs 2 and 3 below.
2. Salary increases in the amounts outlined below shall be paid under the terms of this Agreement as follows:
  - July 1, 2017, a three (3%) percent increase to all employees in the bargaining unit.
  - July 1, 2018, a two and one-half (2.5%) percent increase to all employees in the bargaining unit.
  - The minimums and the maximums in the Salary Schedule (Appendix B) shall be adjusted by 3% as of the pay period including July 1, 2017 and 2.5% as of the pay period including July 1, 2018.

3. Article 31 – Group Insurance (Section 2)

The Salary Tiers for cost sharing will be adjusted as follows:

<b>Salary Tier</b>	<b>Formula</b>
Salary < \$47k	Individual - 8% of premium Family- 15% of premium
\$47k ≤ Salary < \$70k	18% of premium
\$70k ≤ Salary < \$88k	21% of premium
Salary ≥ \$88k	24% of premium

4. Article 38 -- Contract Duration shall be considered modified to reflect the extension of the Agreement through June 30, 2019.
5. This Memorandum of Agreement shall be in force until June 30, 2019. Both parties agree to begin negotiations on new contract provisions no later than April 1, 2019,

with an objective of reaching agreement forty-five (45) days prior to the expiration of the contract.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this 12<sup>th</sup> day of June, 2017.

FOR:  
COMMUNICATIONS WORKERS OF  
AMERICA, WASHINGTON  
BALTIMORE NEWSPAPER GUILD  
LOCAL 32035



Dina Kastner  
Unit Chair



Rick Ehrmann  
WBNG Representative

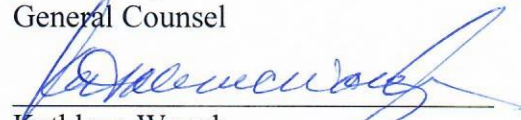
FOR:  
NATIONAL ASSOCIATION OF  
SOCIAL WORKERS



Anthony McClain, PhD, LICSW  
Chief Executive Officer



Anne Camper  
General Counsel



Kathleen Waugh  
Chief Operating Officer



Martha Lequeux  
Director, Human Resources  
and Facilities Administration

**Union Compensation Structure Effective 7/01/2016**

Pay Level	Minimum (\$000)	25th Percentile (\$000)	50th Percentile (\$000)	75th Percentile (\$000)	Maximum (\$000)
VII	58.6	73.3	88	102.8	117.5
VI	51.8	64.8	77.8	90.9	103.9
V	45.8	57.3	68.8	80.2	91.7
IV	39.2	49.1	58.9	68.7	78.6
III	33.5	42	50.4	58.9	67.3
II	29	36.1	43.2	50.3	57.4
I	24.5	30.6	36.8	42.9	49

**Union Compensation Structure Effective 7/01/2017 - 3% increase**

Pay Level	Minimum (\$000)	25th Percentile (\$000)	50th Percentile (\$000)	75th Percentile (\$000)	Maximum (\$000)
VII	60.4	75.5	90.6	105.9	121.0
VI	53.4	66.7	80.1	93.6	107.0
V	47.2	59.0	70.9	82.6	94.5
IV	40.4	50.6	60.7	70.8	81.0
III	34.5	43.3	51.9	60.7	69.3
II	29.9	37.2	44.5	51.8	59.1
I	25.2	31.5	37.9	44.2	50.5

**Union Compensation Structure Effective 7/01/2018 - 2.5% increase**

Pay Level	Minimum (\$000)	25th Percentile (\$000)	50th Percentile (\$000)	75th Percentile (\$000)	Maximum (\$000)
VII	61.9	77.4	92.9	108.5	124.1
VI	54.7	68.4	82.1	96.0	109.7
V	48.4	60.5	72.6	84.7	96.8
IV	41.4	51.8	62.2	72.5	83.0
III	35.4	44.3	53.2	62.2	71.1
II	30.6	38.1	45.6	53.1	60.6
I	25.9	32.3	38.9	45.3	51.7