

League of Conservation Voters, Inc & League of Conservation Voters Education Fund - Washington-Baltimore News Guild Memorandum of Agreement

In accordance with Article 27, Section 6 of the Collective Bargaining Agreement, the parties agree to replace Article 27, Section 4 of the Collective Bargaining Agreement with the following text:

On April 1, 2022:

- All employees who make \$55,000 or less shall receive an increase of 5.9% (the Social Security Cost-Of-Living Adjustment announced in October 2021) of their salary, plus a \$1,500 increase.
- All employees who make more than \$55,000 but less than \$85,000 shall receive an increase of 5.9% of their salary, plus a \$1,000 increase.
- All employees who make \$85,000 or more shall receive an increase of 5.9% of their salary.

On April 1, 2023:

- All employees who make \$60,000 or less shall receive an increase of 6% of their salary.
- All employees who make more than \$60,000 but less than \$87,500 shall receive an increase of 4% of their salary or the Social Security Cost-of-Living Adjustment calculated in October of 2022 in an amount not to exceed 5%, whichever is higher.
- All employees who make \$87,500 or more shall receive an increase of 3% of their salary or the Social Security Cost-of-Living Adjustment calculated in October of 2022 in an amount not to exceed 5%, whichever is higher.

During the term of this agreement, each April 1 the salary chart in Appendix B shall increase the minimums and maximums for each level by 3%, or by the Social Security Cost-of-Living Adjustment calculated in the previous October, whichever is higher. If increases to the salary chart are to be made based on the Social Security Cost-of-Living Adjustment, they shall not exceed the following percentages:

Levels A and B: 6%

Levels C and D: 5%

Levels E and F: 4%

For the Guild and CWA Local 7019

Kylie Oradesky

Kylie Oradesky

Jose Martinez

Jose Martinez

Kent Anderson

Kent Anderson

Sai Pethe

Sai Pethe

Emily Woodall

Emily Woodall

Sammi Sluder

Sammi Sluder

Sara Thornton

Sara Thornton

Evan Yeats

Evan Yeats

2021-11-18

For the Employer

Gene Karpinski




Gene Karpinski




2021-11-18

Signature Certificate

Document Ref.: FATZ9-4JCX4-KKGWV-HZXNM

Document signed by:

	Evan Yeats Verified E-mail: eyeats@wbng.org	
IP: 73.250.190.18 Date: 18 Nov 2021 20:50:02 UTC		

	Kylie Oradesky Verified E-mail: kyoradesky@gmail.com	
IP: 160.19.3.117 Date: 18 Nov 2021 20:51:14 UTC		

	Emily Woodall Verified E-mail: emilywoodall@gmail.com	
IP: 70.180.217.90 Date: 18 Nov 2021 20:57:14 UTC		

	Sara Thornton Verified E-mail: sethornton12@gmail.com	
IP: 216.15.53.229 Date: 18 Nov 2021 20:58:26 UTC		

Document completed by all parties on:
19 Nov 2021 02:45:47 UTC

Page 1 of 3



Signed with PandaDoc.com

PandaDoc is a document workflow and certified eSignature solution trusted by 25,000+ companies worldwide.



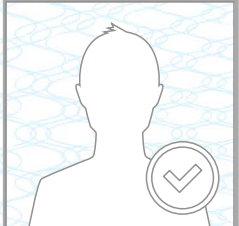

Signature Certificate

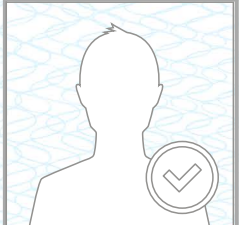


Document Ref.: FATZ9-4JCX4-KKGWV-HZXNM

Document signed by:

	Sai Pethe Verified E-mail: sae27@gmail.com	
IP: 71.126.171.96 Date: 18 Nov 2021 20:58:45 UTC		

	Kent Anderson Verified E-mail: kent.austin.anderson@gmail.com	
IP: 73.163.178.67 Date: 18 Nov 2021 21:00:17 UTC		

	Jose Martinez Verified E-mail: jose.marti.jesus@gmail.com	
IP: 184.182.2.47 Date: 18 Nov 2021 21:01:57 UTC		

	Sammi Sluder Verified E-mail: sam.j.slu@gmail.com	
IP: 208.118.179.18 Date: 18 Nov 2021 21:07:33 UTC		

Document completed by all parties on:
19 Nov 2021 02:45:47 UTC

Page 2 of 3



Signed with PandaDoc.com



PandaDoc is a document workflow and certified eSignature solution trusted by 25,000+ companies worldwide.



Signature Certificate

Document Ref.: FATZ9-4JCX4-KKGWV-HZXNM

Document signed by:

	<p>Gene Karpinski Verified E-mail: gene_karpinski@lcv.org</p>	<p><i>Gene Karpinski</i></p> 
<p>IP: 71.191.145.82 Date: 19 Nov 2021 02:45:47 UTC</p>		

Document completed by all parties on:
19 Nov 2021 02:45:47 UTC

Page 3 of 3



Signed with PandaDoc.com

PandaDoc is a document workflow and certified eSignature solution trusted by 25,000+ companies worldwide.

