

FIRST AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT

This **First Amendment to Collective Bargaining Agreement** (“Amendment”), entered into as of June 1, 2022, is by and between the American Nurses Association (“ANA”) with offices at 8515 Georgia Avenue, Suite 400, Silver Spring, Maryland 20910, and the Washington-Baltimore News Guild, Local 32035, The News Guild-Communications Workers of America-AFL-CIO (“WBNG”) with offices at 1225 Eye Street, NW, Suite 300, Washington, District of Columbia 20005. Individually, ANA and WBNG may be referred to herein as “Party”, and collectively as “Parties”.

WHEREAS, ANA and WBNG are parties to that certain Collective Bargaining Agreement whose effective date is April 1, 2022 (“CBA”);

WHEREAS, ANA and WBNG became aware of a clerical error in Article 24, Section 24.2, of the CBA; and

WHEREAS, ANA and WBNG desire to correct such clerical error.

NOW, THEREFORE, in consideration of the foregoing and the mutual promises contained herein, the Parties hereto hereby agree as follows:

I. Article 24, Section 24.2, of the CBA is hereby replaced and superseded in its entirety by the following:

“24.2 ANA will post via the ANA intranet a notice of each bargaining unit vacancy it decides to fill. Such notice will remain posted for a period of eight (8) working days. Applications for the posted position will be made online and will be accepted as long as the position remains open. Other recruitment activities, including outside advertising, may occur concurrently with the eight (8) day posting.”

II. All other provisions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties hereto have caused this Amendment to be executed as of the date first written above.

ANA

Jacqueline Hilton

(Signature)

Jacqueline Hilton

VP, HR & Org Development

(Title)

WBNG

Don Griesheimer

(Signature)

Don Griesheimer

WBNG Unit Chair

(Title)