

**SECOND AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT**

This **Second Amendment to Collective Bargaining Agreement** (“Amendment”), entered into as of March 21, 2023, 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”), as subsequently amended;

**WHEREAS**, Article 34, Section 1.b. of the CBA provides in part that “[e]ither party may request that negotiations be re-opened for the sole purpose of adjusting compensation for Year 2”;

**WHEREAS**, at the timely request of WBNG, the Parties have engaged in such negotiations over the past several weeks, and reached an agreement to adjust compensation for Year 2; and

**WHEREAS**, the Parties now desire to adopt this Amendment to accordingly amend the CBA.

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

**I.** Article 34, Section 1.b, of the CBA is hereby replaced and superseded in its entirety by the following:

“b Year 2: Effective May 1, 2023, all WBNG bargaining unit employees will receive a 2.40% increase in salary.”

**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**

DocuSigned by:  
Jackie Hilton  
(Signature)

Jacqueline Hilton  
(Name)

VP, HR & Org Development  
(Title)

**WBNG**

DocuSigned by:  
Don Griesheimer  
(Signature)

Don Griesheimer  
(Name)

Unit Chair, ANA Unit  
(Title)

DocuSigned by:  
Eric Geist  
(Signature)

Eric Geist  
(Name)

Local Representative  
(Title)