

MEMORANDUM OF AGREEMENT

The Strategic Organizing Center (“SOC”) and the Washington-Baltimore News Guild CWA Local 32035 (“Guild”) hereby agree that all the terms and conditions of the current Collective Bargaining Agreement (the 2021 – 2024 contract) shall continue to be in full force and effect until December 31, 2025, except as specifically modified by the attached wage modifications. See Attachment A which is hereby incorporated to this Memorandum of Agreement. The renewal and termination provisions of Article 19 shall continue in full force and effect except with the modification of the December 31, 2024, termination date, which is now modified to read December 31, 2025.

DocuSigned by:
Monica Palacios
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For The SOC:
Signed: Mónica Palacios

Date: 6/3/2024

For Washington-Baltimore Newspaper Guild:

Date: 6/4/2024

DocuSigned by:
Julia Khan
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Signed: Julia Khan

DocuSigned by:
Mikail Husain
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Signed: Mikail Husain

DocuSigned by:
Evan Yeats
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Signed: Evan Yeats

2024-2025 SCALE**PRIMARY SCALE**

Grade 1	Year	A	B	C	D	E	F	G
	P2024	64,731	66,996	69,341	71,768	73,921	76,139	78,423
	P2025	69,909	72,356	74,888	77,509	79,835	82,230	84,697

Grade 2	Year	A	B	C	D	E	F	G
	P2024	74,703	77,318	80,024	82,825	85,310	87,869	90,505
	P2025	80,679	83,503	86,426	89,451	92,134	94,898	97,745
	2023	77,371	79,692	82,083	84,545	87,082	89,694	92,385
	P2024	83,561	86,068	88,650	91,309	94,048	96,870	99,776
	P2025	88,574	91,232	93,968	96,788	99,691	102,682	105,762

Grade 4	Year	A	B	C	D	E	F	G
	P2024	90,255	92,962	95,751	98,624	101,583	104,630	107,769
	P2025	93,865	96,681	99,581	102,569	105,646	108,815	112,080

Grade 5	Year	A	B	C	D	E	F	G
	P2024	106,338	109,262	112,267	115,355	118,527	121,786	125,135
	P2025	110,592	113,633	116,758	119,969	123,268	126,658	130,141

ATTORNEY SCALE

AT-1	Year	A	B	C	D	E	F	G
	P2024	98,262	100,964	103,741	106,594	109,525	112,537	115,632
	P2025	102,192	105,003	107,890	110,857	113,906	117,038	120,257

AT-2	Year	A	B	C	D	E	F	G
	P2024	125,585	128,410	131,299	134,254	137,274	140,363	143,521
	P2025	130,608	133,547	136,551	139,624	142,765	145,978	149,262

ADMINISTRATIVE SCALE

ADM-1	Year	Start	6 month	12 month	24 month
	2024	49,863	51,608	53,414	55,284
	2025	53,852	55,737	57,688	59,707

ADM-2	Year	Start	6 month	12 month	24 month
	2024	55,529	57,473	59,484	61,566
	2025	59,971	62,070	64,243	66,491