Memorandum of Agreement

Amending the Collective Bargaining Agreement between

Jewish Voice for Peace

and

Washington-Baltimore News Guild Local 32035, TNG-CWA, AFL-CIO

for the period commencing May 1, 2025

This Agreement is made March 26, 2025, by and between Jewish Voice for Peace (the "JVP") and the Washington-Baltimore Newspaper Guild TNG-CWA, AFL-CIO (the "Guild"),

**Whereas**, Article 18, Section 3 of the Collective Bargaining Agreement between JVP and the Guild provides in part that “the parties will negotiate a wage reopener to take effect the second year of the contract”;

**Whereas** the parties reached an agreement after three (3) bargaining sessions; and

**Whereas** the Guild's bargaining unit ratified the agreement between JVP and the Guild.

**Now, therefore**, JVP and the Guild agree to the following amendment to the Collective Bargaining Agreement between the parties beginning May 1, 2025, as follows:

1. Article 15 Section 1 of the current contract shall be amended as follows:

* Coordinator: $69,000
* Sr. Coordinator: $71,000
* Manager: $75,000

1. Article 15 Section 2 of the current contract shall be amended as follows:

* All employees shall receive an increase in salary equal to the amount of the increase in starting salaries for their position.

1. All other provisions of this 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.

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Eric Geist, WBNG Local Representative