

**MEMORANDUM OF UNDERSTANDING**  
**Contract Extensions**

This Memorandum of Understanding (“MOU”) is between the North Carolina State AFL-CIO (“Employer”) and the Washington-Baltimore News Guild, TNG, CWA Local 32035 (“Union”).


The Employer and Union agree to modify the Collective Bargaining Agreement (“CBA”) effective January 1, 2023 through December 31, 2025 as follows:

1. The current CBA shall be extended through December 31, 2026.
2. The following annual salaries shall go into effect on January 1, 2026:
  - a. \$85,000 for Thomas Jeremy Sprinkle in the position of Communications Director and General Operations Manager.
  - b. \$78,000 for Catherine Walton-Ward in the position of Organizing and Mobilization Director.
  - c. \$74,500 for Ryan Byrley in the position of Campaign Manager and Field Director.
  - d. \$66,000 for Alia Todd in the position of Labor Community Organizer.

The Employer and Union also agree to modify the MOU executed on December 4, 2024 concerning Election Staff as follows:

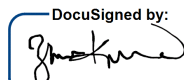
1. Aaron Daum and Stephanie McDonald shall have fixed-term employment ending on June 30, 2026.
2. The following annual salaries shall go into effect on July 1, 2025:
  - a. \$57,000 for Aaron Daum in the position of Field Organizer.
  - b. \$57,000 for Stephanie McDonald in the position of Field Organizer.

All other terms of the December 4, 2024 MOU shall continue to apply to the extent that they do not conflict with this MOU.

Signed by:  
  
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Jeremy Sprinkle  
Washington-Baltimore News Guild, TNG  
CWA Local 32035

6/24/2025

Date

DocuSigned by:  
  
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Yvonne Kinston  
North Carolina State AFL-CIO

6/26/2025

Date