Agreement between the Pennsylvania Joint Board of Workers United, SEIU (PAJB) and the NewsGuild Philadelphia TNG Local 10/CWA Local 38010 (the NewsGuild)
October 1, 2025 - September 30, 2028

TABLE OF CONTENTS

ARTICLE 1: UNION RECOGNITION 1

ARTICLE 2: UNION SECURITY 1

ARTICLE 3: PROBATIONARY EMPLOYEES 2

ARTICLE 4: TRAINING 2

ARTICLE 5: ASSIGNMENTS 2

ARTICLE 6: WAGES AND WAGE INCREASES 3

ARTICLE 7: HEALTH AND PENSION BENEFIT 4

ARTICLE 8: DISCIPLINE AND DISCHARGE 5

ARTICLE 9: HOLIDAYS AND PERSONAL DAYS 5

ARTICLE 10: VACATIONS 6

ARTICLE 11: SICK LEAVE 8

ARTICLE 12: LEAVES OF ABSENCE 9

ARTICLE 13: CONTRACT ADMINISTRATION 11

ARTICLE 14: LABOR PEACE 11

ARTICLE 15: NO DISCRIMINATION 12

ARTICLE 16: SENIORITY 12

ARTICLE 17: LAYOFF, RECALL, AND VACANCIES 13

ARTICLE 18: EXPENSES AND EQUIPMENT 13

ARTICLE 19: VOL ORGANIZERS, TEMP EMPLOYEES, ORGANIZERS IN TRAINING 14

ARTICLE 20: AUTOMOBILES 15

ARTICLE 21: GRIEVANCE AND ARBITRATION PROCEDURE 16

ARTICLE 22: SEVERABILITY 18

ARTICLE 23: TERM 18

COLLECTIVE BARGAINING AGREEMENT

This Agreement made and entered into on August 21, 2025 by and between the Pennsylvania Joint Board of Workers United, SEIU (PAJB) and the NewsGuild Philadelphia TNG Local 10/CWA Local 38010 ("The NewsGuild") for the period of October 1, 2025 through September 30, 2028

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This Agreement by PAJB and the application of all its terms and conditions now covered by the bargaining unit as defined herein, shall be binding on its successor in the event of any merger or consolidation by PAJB with another labor organization.

ARTICLE 1: UNION RECOGNITION

PAJB agrees to recognize the NewsGuild as the exclusive collective bargaining agent with respect to wages, hours and other terms and conditions of employment for the organizers, business agents and education staff employed on the payroll of the PAJB.

ARTICLE 2: UNION SECURITY

2.1 To the extent permitted by law:

2.1.1 All present non-probationary employees shall become members of the NewsGuild and shall maintain their membership as a condition of employment thirty (30) days after the execution or effective date of this Agreement, whichever is later.

2.1.2 All present and future probationary employees shall join the NewsGuild not later than thirty (30) days after their first date of employment or the execution or effective date of this Agreement, whichever is later, and shall maintain their membership in the NewsGuild as a condition of employment.

2.2 PAJB agrees to deduct dues and initiation fees from the wages of each of its employees who has lawfully authorized and directed PAJB in writing to check off their the NewsGuild dues and initiation fees. PAJB shall remit the monies deducted to the NewsGuild monthly.

2.3 PAJB shall provide the Union with up to thirty (30) minutes for a Union Orientation to meet with new hires to review Union membership issues. The orientation shall take place during the initial orientation, shall be limited to bargaining unit employees, and shall be on paid time for the new employee and the Union members.

PAJB will allow employees to meet regarding the NewsGuild related issues for up to 2 hours per calendar quarter in the offices or meeting spaces of the PAJB, subject to approval by PAJB based on work assignments. Such meetings will be limited to the NewsGuild members and will not reduce the work schedule of employees.

ARTICLE 3: PROBATIONARY EMPLOYEES

All employees shall have a probationary period of nine months from date of hire, which may be extended to a maximum of 12 months upon mutual agreement of the NewsGuild and the PAJB. However, employees hired prior to September 1, 2025, shall have a probationary period of nine months. PAJB discipline or discharge of probationary employees shall not be subject to the arbitration provisions of this Agreement. All other terms and conditions of employment, except as expressly provided otherwise, shall apply to employees during their probationary period.

PAJB will give all new hires the following statement: "I acknowledge that I have been informed that as part of my employment I will at times be required to work evenings and weekends, and that this is not a "9 to 5" job. I also acknowledge that I have received a copy of the contract between the NewsGuild and the Pennsylvania Joint Board which governs my employment. This contract includes language on Work Assignments and Comp Time (Article 5) which governs work on weekends."

ARTICLE 4: TRAINING

The PAJB shall reimburse an employee for the reasonable costs associated with the employee's attendance or participation in continuing education and/or training related to the employee's duties and responsibilities, subject to prior approval of the employer which shall not be unreasonably withheld.

ARTICLE 5: ASSIGNMENTS

5.1 The work and location assignments of all employees shall be within the discretion of PAJB. Among the factors to be considered in the making of assignments shall be the home of the employees and the seniority of the employees. It is understood that PAJB will not make arbitrary or capricious assignments nor create undue hardships.

5.2 Comp Days: Volunteering for political work will not count towards achieving comp days.

Formula A. If an employee is assigned to work 3 weekend days in a rolling 4-week period, they will receive 1 comp day. Once a weekend workday has resulted in a comp day, it will not count toward achieving another comp day.

Formula B. If the weekend days worked by an employee do not result in any comp days in the formula above, but the number of weekend work days exceeds 16 in a calendar year, than the employee will receive 1 comp day, then one additional comp day for each 2 weekend days worked over 16 (1 for 16, 2 for 18, 3 for 20, etc.). Only weekend days that have not resulted in a comp day in formula A will count toward the 16.

Comp days should be scheduled to be taken before the end of the calendar year in which they are earned unless approval is given to be taken at a later date.

For a day to count toward a comp day, it must involve work of more than 5 hours including travel time. Working at home on a weekend does count toward achieving a comp day. To keep track of hours worked on a weekend going toward a comp day, employees will complete a form supplied by PAJB.

5.3 When work is required on Saturdays or Sundays for staff staying in a hotel because they are assigned to work on assignments away from their home area, PAJB will allow employees to take off three (3) days every other week except when special circumstances arise that require the employee to remain on the job. Such circumstances are not subject to the grievance/arbitration procedure. Employees who are unable to take three days off from work every other week due to special circumstances may take such days as paid time off at a time to be mutually agreed with his or her supervisor. Employees who utilize this method of receiving comp days cannot also have their weekend workdays count toward comp days as described in 5.2 above.

ARTICLE 6: WAGES AND WAGE INCREASES

6.1 Employees shall receive the wage increases listed below in order to bring them up to the weekly salaries listed below. If the increases listed below would raise an employee above the weekly salary, they shall receive only the amount necessary to bring them up to the weekly salary. However, every employee shall receive an annual wage increase of at least half the wage increases listed below.

There will be a $2,000 bonus paid 9/2/25.

Effective Date	Increase	Weekly Salary Rate
10/6/25	2%	$1,546.12
10/5/26	3%	$1,592.50
10/4/27	3%	$1,640.28

6.2 Newly hired full-time permanent business agents and newly hired full-time permanent organizers shall be paid at least $1000 a week. There shall be no further increase in the new hire rates during the term of the contract.

6.3. Employees whose salaries are less than the weekly salary rate shall receive progression increases as set out below, or such lesser amount as will bring their salary to the weekly salary rate.

6.3.1 Progression salary increases of $40.00 weekly will be implemented on the first Mondays in April and October beginning on April 6, 2026, through April 3, 2028.

6.3.2 These progression increases are based on months of active service and do not include leaves of absence.

6.3.3 Salary progression increases shall be applied after the regular salary increases.

6.3.4 The PAJB reserves the right to grant a progression increase ahead of schedule to any employee whose salary is below the weekly salary rate.

6.3.5 On October 1st, after the 5th anniversary of employment, employees on progression will receive an increase necessary to bring them to the weekly salary rate (top rate).

ARTICLE 7: HEALTH AND PENSION BENEFIT

7.1 PAJB shall provide hospital and medical insurance, prescription drug coverage, optical coverage, life insurance, and dental insurance to all employees on the first of the month following the first month of employment at the level of benefits set forth in a summary plan description to be provided and made part of this agreement and to be distributed to all employees. Medical benefits shall be provided to eligible Employees in accordance with the provisions of the Workers United Staff Plan, Active Employees of the Amalgamated National Health Fund, to include all changes as adopted by the Board of Trustees of the Fund. There shall be no contributions from employees for premiums for this insurance for the life of the contract.

7.2 As further described in the summary plan description, life insurance for active employees is three times annual salary. The level of coverage is reduced to 50% at age 70 if still actively employed. Retiree life insurance coverage will be capped at $5,000 for all employees who have retiree life insurance coverage.

7.3 Retirement benefits shall be provided to eligible Employees in accordance with the provisions of the Consolidated Retirement Plan, to include all changes as adopted by the Board of Trustees of the Fund. The Employer agrees to pay any increase in contributions required by the Fund during the term of this Agreement.

7.4 PA JB is a participating Employer in the National Plus Plan (hereinafter called the "Plan"). The Employer agrees to be bound by the Agreement and Declaration of Trust of the Fund as may be amended from time to time. The Employer further agrees and consents to the Employer-designated Trustees of the said Fund to serve as such in accordance with the aforesaid Agreement and Declaration of Trust.

Employees may voluntarily contribute to the Plan. There is no Employer contribution. The Employer agrees to forward to the Plan on behalf of each participating employee covered by the collective bargaining agreement, before the tenth of each month, for all payroll weeks ending in the prior calendar month, employee contributions made in accordance with the following language.

Each participating employee may contribute to the Plan through payroll deduction, and such deductions will be made based on a dollar amount per week. All contributions shall be payable to the Plan and shall be remitted to the office of the Fund. The Employer shall pay the one-time enrollment fee for any employee who enrolls in the Plan.

ARTICLE 8: DISCIPLINE AND DISCHARGE

No employee shall be discharged or disciplined except for just cause. In the event any discipline beyond verbal warning is meted out, PAJB shall provide a written reason to the employee within five days of the discipline, and such notification shall be forwarded to the NewsGuild within two days of its transmittal to the employee. PAJB shall adhere to the principles of progressive discipline.

The parties recognize that many different types of conduct or infractions can constitute just cause for discharge. It is agreed that employees may be discharged without prior progressive discipline for the following reasons:

1. Dishonesty. Dishonesty is any intentional misrepresentation that materially affects the mission of Workers United.
2. Drunkenness or intoxication while at work.
3. Being under the influence of a controlled substance while at work, except use according to prescription. Employees who are called in for unscheduled work shall not be required to work if to do so would put them in violation of this principle. For the first such offense under sections 2 and 3, discharge will not be affected if the employee agrees to submit to an EAP approved treatment program.
4. Unlawful sale of a controlled substance while at work and/or while on Union property or on the premises of an employer whose employees the Union represents or seeks to represent.
5. Participation in a slowdown, work stoppage or strike (prohibited by Article 21, Section 6 of this Agreement) during the term of this agreement.
6. Actively opposing the election, re-election or program of the elected leaders of the Union.
7. Intentionally disclosing confidential information concerning the Union or its operations to third parties. Confidential information is information concerning the tactics or strategies of Workers United, or any other information which, if disclosed to a third party, would damage the mission of Workers United.

In addition, the parties agree that other misconduct may be grounds for progressive discipline or immediate discharge depending on the severity of the circumstances, and subject to the grievance and arbitration procedure.

ARTICLE 9: HOLIDAYS AND PERSONAL DAYS

9.1 Paid Holidays

9.1.1 Each calendar year, PAJB shall provide to the employees covered by this Agreement, including probationary employees, the following thirteen (13) paid holidays: New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Memorial Day, Juneteenth, July 4th, Labor Day, Thanksgiving Day, Friday following Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve.

9.1.1 Holidays in the above list which are Federal Holidays will be taken on the day federally observed; otherwise, any holiday falling on a Saturday will be observed the preceding Friday, and holidays falling on a Sunday will be observed the following Monday, unless mutually agreed otherwise among the parties.

9.1.2 Employees may be required to work on a holiday by a supervisor. Employees who work on a holiday shall be granted equal time off at a time mutually convenient and agreeable to the employee and the employee's department head. Approval will not be arbitrarily withheld.

9.2 Personal Days -

9.2.1 Employees shall be entitled to five (5) personal days with pay in each calendar year. During the first year of employment, an employee will be eligible for two personal days after completion of sixty (60) days and three (3) additional days after completion of 180 days. After an employee completes 180 days of employment, they will next be entitled to 5 additional personal days on the January 1st following their completion of 180 days of employment.

9.2.2 The personal days may be taken for any reason whatsoever but must be scheduled in advance and must be mutually agreed upon by the employee's supervisor and the employee. Approval will not be arbitrarily withheld. Once scheduled, a personal day may not be canceled except in an emergency as determined by the employee's supervisor. Personal days may not be carried over to the next calendar year and will not be compensated for if unused.

9.2.3: Personal days may be used in half day increments.

ARTICLE 10: VACATIONS

10.1 Paid Vacation

10.1.1 Newly hired employees accrue one day per month up to a maximum of ten (10) days per calendar year until the first anniversary of employment.

10.1.2 Between the first anniversary of employment and the following January 1, employees received the prorated portion of three (3) weeks' vacation with pay.

10.1.3 Beginning January 1 after the first anniversary of employment, employees are entitled to receive three (3) weeks' vacation with pay per year.

10.1.4 Employees who have worked for PAJB for seven (7) years or more are entitled to receive the four (4) weeks' vacation with pay per year.

10.1.5 Employees with at least (fourteen) (14) years of seniority are entitled to receive the vacation with pay per year as listed below.

Seniority as of January 1 of each year	Amount of Vacation
14 years	21 days
15 years	22 days
16 years	23 days
17 years	24 days
18 years	25 days

10.1.6 Vacation days may be used in half day increments.

10.2 Eligibility for paid vacation is based upon length of employment by PAJB and Workers United and its affiliates, regardless of whether that affiliate was signatory to a collective bargaining agreement with the NewsGuild.

10.2.1 Any employee who is hired from a Workers United shop shall be entitled to credit for vacation purposes for time worked in such a shop, in accordance with the vacation program of the shop from which the employee comes, in determining vacation eligibility and pay, provided, however, that no such employee shall be entitled to more than three (3) weeks vacation with pay during any twelve (12) month period until such employee has seven (7) years of service with PAJB.

10.3 Scheduling

10.3.1 The dates during which the paid vacation is taken must be mutually agreed upon by the staff member and his or her supervisor. PAJB shall endeavor to comply with the staff member's request for vacation time consistent with the operational demands of the organization. Approval will not be arbitrarily withheld. Request for concurrent vacations which cause undo staffing or scheduling problems shall be honored in order of the employee's seniority, to the extent consistent with operational requirements, but the supervisor's decision to deny requested vacation shall not be subject to review.

10.3.2 Vacation calculation and accrual shall be on a calendar-year basis. An employee may carry over up to two (2) weeks of accrued vacation from one vacation year to the next without approval of the employee's supervisor.

10.3.3 Employees whose vacation or any portion thereof cannot be scheduled or has to be canceled because of the needs of PAJB and whose vacation portion thereof cannot be rescheduled at a mutually acceptable alternative time(s) within the calendar year may carry over up to one year's entitlement of accrued vacation into the next calendar year.

10.3.4 Employees should endeavor to schedule vacations during periods in which the union office is closed due to plant shutdown. If the employee refuses an employer request to schedule vacation during such a period unless there is a valid personal or business reason to schedule vacation at a different time, the employee shall not be allowed to carry over one week of unused vacation that could have been scheduled in that period.

10.3.5 Employees may, with the written approval of the supervisor, carry over up to one year's entitlement of accrued vacation into the next calendar year in order to take a longer vacation in that year. The supervisor's decision to deny the additional carryover shall not be subject to review.

10.3.6 In the event that such a paid vacation period includes any paid holiday to which a staff member is entitled, the staff member will receive an additional day off with pay for each such holiday involved.

10.4 Vacation Paid On Termination

Employees whose employment with PAJB is terminated, and who have not taken their accrued paid vacation preceding that termination, are entitled to vacation pay in lieu of vacation. Vacation pay shall be pro-rated based on the portion of the year worked in the calendar year in which the termination occurs in addition to any approved, accrued vacation

carried over from the previous year. Vacation pay shall not be pro-rated for laid off employees for the year in which the layoff occurs.

ARTICLE 11: SICK LEAVE

11.1 Effective January 1 of each year, employees accrue paid sick days for use for illnesses lasting eight (8) calendar days or less, according to the following schedule. Newly hired employees accrue one (1) paid sick day every two (2) months until January 1 following the date of hire. On January 1 following the date of hire, employees accrue eight (8) paid sick days. On January 1 following the fifth anniversary of hire, employees accrue ten (10) paid sick days a year. A maximum of four (4) unused sick days may be carried over into the next calendar year. Sick days may be used in half day increments.

11.1.1 Unused sick days will not be paid to an employee upon termination of employment.

11.1.2 After three (3) days or after frequent short-term absence, PAJB may require proof of illness from an employee seeking sick leave benefits. No employee may use sick leave time when he/she is not sick.

11.1.3 Notwithstanding any restriction to sick leave use, an employee shall be entitled to use eight (8) paid sick days to care for seriously ill dependent individuals as defined by the Family Medical Leave Act. If the employee is absent for three or more consecutive days, s/he shall, upon return to work, furnish medical proof of such illness. Sick leave taken to care for dependents will be deducted from the accumulated sick leave.

11.2 For illnesses lasting more than eight (8) calendar days, employees shall be entitled to short-term disability leave totaling 26 weeks in any rolling 18-month period.

11.2.1 On the day an employee passes their probation period until the first anniversary of employment, employees shall be eligible to receive a benefit of 66 and 2/3% of salary for the first thirteen (13) weeks and 50% of salary for the second thirteen (13) weeks of disability.

11.2.2 On the first anniversary of employment until the third anniversary of employment, employees shall be eligible to receive a benefit of 66 and 2/3% of salary for the first thirteen (13) weeks and 60% of salary for the second thirteen (13) weeks of disability.

11.2.3 On the third anniversary of employment until the eighth anniversary of employment, employees shall be eligible to receive a benefit of 75% of salary for the first thirteen (13) weeks and 66 and 2/3% of salary for the second thirteen (13) weeks of disability.

11.2.4 On the eighth anniversary of employment, employees shall be eligible to receive a benefit of 100% of salary for the first 13 weeks and 75% of salary for the second (13) weeks of disability.

11.3 After successful completion of the probationary period, employees become eligible for long-term disability for illnesses lasting longer than twenty-six (26) weeks. The benefit shall be paid monthly and shall be 60% of base salary offset by any income, including

disability pension or SSI. The long-term disability benefit lasts until the disability ends or until social security retirement age.

11.4 Short and long-term disability shall be provided by an insurance company under a plan to be made available to employees. The insurance company administering the plan shall determine eligibility for disability benefit.

11.5 Employees may have the option of paying their own disability premium if such payment results in a tax benefit to the employee.

11.6 Employees who require sick leave shall notify PAJB as soon in advance as is practicable. The notification shall include the date the required leave is expected to begin and the date of anticipated return from leave. Any employee requiring disability leave shall comply with the medical certification process established by the disability insurance company.

11.7 Pregnancy-Related Sick Leave.
Disability due to pregnancy or childbirth is treated like any other disability as described in 11.2 above.

11.8 Employees who become disabled before they become eligible for disability leave may request an unpaid leave of absence under Article 12.

11.9 Health insurance coverage for employees on approved disability leave because they are physically unable to work shall be maintained for a period of up to twelve (12) months.

11.10 If an employee is on paid or unpaid sick leave or disability leave on January 1 and returns to work during the calendar year, the employee will receive credit for vacation and sick days for that calendar year according to his or her seniority.

11.11 This section shall comply with Family & Medical Leave Act (FMLA), and FMLA leave shall run concurrently with any paid or unpaid sick leave.

ARTICLE 12: LEAVES OF ABSENCE

12.1 General Leaves:

12.1.1 Leaves of absence without pay may be granted at PAJB's discretion for good cause, for a period of up to six (6) months. Upon mutual agreement of the employee and the appropriate supervisor, such leaves may be extended for up to six (6) months. Leaves of absence will not be unreasonably denied.

12.1.2 Employees shall not accumulate vacation, sick leave, or other benefits during such leaves of absence.

12.2 Parental Leave.

An employee is eligible, upon their written request, for up to six (6) months of unpaid leave within the first year after the birth or adoption of a child which takes place after they are employed. Six (6) weeks of that parental leave shall be paid. During such leave, medical coverage will be continued, but there will be no accumulation of employment credits for vacation, sick leave, or similar benefits during the period of unpaid leave. The six (6) months' parental

leave shall include the period covered by pregnancy-related disability leave, the six weeks paid parental leave or other paid leave taken.

12.2.1 This section shall comply with Family & Medical Leave Act (FMLA) and FMLA leave shall run concurrently with any paid or unpaid leave.

12.3 Military Leave.

Employees inducted into the armed forces shall be granted leaves as required by federal law.

12.4 Compassionate/Bereavement Leave

12.4.1 In the event of the death of a member of the immediate family of an employee, absence with full pay for up to five (5) days will be permitted. Use of accrued vacation or personal days for any additional days of bereavement leave beyond the five days will be permitted with supervisor's consent which shall not be unreasonably withheld.

12.4.2 Immediate family for purposes of Paragraph 12.4 is defined as parents, parents of spouse or domestic partner, grandparents, grandparents of spouse or domestic partner, spouse, domestic partner, children, children of spouse or domestic partner, brothers, sisters, brothers and sisters of spouse or domestic partner.

12.4.3 In the event of the death of an employee's Brother-In-Laws' Spouse and Sister-In-Laws' Spouse, Aunt or Uncle, absence with full pay for one day, that day being the day of the funeral, will be permitted.

12.5 Jury Duty

When an employee is called for jury duty, they will be paid full pay for the time they serve, provided that proof of jury duty service satisfactory to PAJB is furnished to PAJB and the money received for serving on jury duty is paid over to PAJB.

12.6 Return From Leave

An employee returning from an authorized leave of absence will experience no loss of seniority and shall normally be permitted to return to the same or equivalent position, including entitlement to their same pay plus any across-the-board increases given during the first six (6) months of the leave.

12.7 Notification of Return From Leave of Absence

Any employee who wishes to return from an approved leave of absence earlier than anticipated shall provide reasonable advance notice to their supervisor of the intended date of return.

12.8 Union Leave and Convention

12.8.1 Not more than once every two (2) years, PAJB shall, consistent with PAJB's operational needs, provide the NewsGuild representatives three (3) consecutive days (which shall include two weekend days) of unpaid leave to attend the NewsGuild convention provided that such leave does not interfere with the employee's work and the employee notifies his or her supervisor at least thirty (30) days in advance.

12.8.2 PAJB shall provide reasonable paid leave for the NewsGuild officers and for designated shop stewards. The NewsGuild shall notify PAJB of the names of the NewsGuild

representative(s). Paid union leave may be used for a reasonable number of the NewsGuild representative(s) to participate in grievance and arbitration procedures, contract negotiations or meetings or conferences with PAJB. The designated representative must notify their supervisor in advance of union leave and the scheduling of such leave must be mutually agreed by the employee and their supervisor. Such leave shall not be arbitrarily denied. the NewsGuild membership meetings must be scheduled on employees' own time.

ARTICLE 13: CONTRACT ADMINISTRATION

13.1 PAJB shall recognize and deal with such representatives as the NewsGuild may appoint or elect for the purpose of investigating and processing complaints or grievances arising between the parties to this Agreement.

13.2 PAJB shall make available to the NewsGuild any information, record or records whatsoever that are necessary for the NewsGuild's performance of its duties as the collective bargaining agent without undue delay.

13.3 PAJB shall furnish the NewsGuild, within ten (10) working days, written notice of each new hire (including name, home address, telephone number, social security number, date of hire, classification, working address and starting salary), and each termination, layoff, discharge or discipline and the reason, therefore. PAJB shall supply copies to the President of the NewsGuild and to the appropriate the NewsGuild unit representative.

ARTICLE 14: LABOR PEACE

14.1 PAJB and the NewsGuild recognize and agree that they share a commitment to providing the highest level of representation to Workers United members, to advancing Workers United's progressive organizing goals. To protect and advance the rights and interests of present and future Workers United members, the parties agree to the following:

14.1(a) During the term of this Agreement and any extensions thereto, the NewsGuild agrees that it shall not engage in activities directed towards third parties, or communicate with third parties, in a manner that is (a) intended to undermine, interfere with or disparage PAJB and/or Workers United and its policies and programs, or (b) intended to influence PAJB and/or Workers United in its actions or decisions as they may relate to the NewsGuild and its members. The definition of a third party is a person or group other than PA Joint Board, Workers United, SEIU and the TNG-CWA (NewsGuild of Greater Philadelphia) Local 38010).

14.1 (b) The NewsGuild agrees that it will not condone or support any conduct by any member that violates Article 14.1(a) the NewsGuild, upon notice from PAJB that such a violation is alleged to have occurred, shall issue a written notification within 24 hours of such notice disavowing any such conduct to its membership as well as to any third parties to the fullest extent that such notice is feasible. The NewsGuild's issuance of the notice as required herein shall relieve the NewsGuild and its officers (as long as they were not involved in the alleged violation) from any liability associated with the conduct claimed to have violated this Article. If PAJB asserts a failure by the NewsGuild to affect its obligations herein, it may invoke the grievance and arbitration under Article 24 for the purpose of seeking interim and/or final relief.

14.1(c) During the term of this Agreement and any extensions thereto, PAJB (1) will not engage in activities that are directed at third parties or communicate to any third party in a manner that is intended to undermine, interfere with or disparage the NewsGuild; and (2) will remain neutral in any attempt by the NewsGuild to seek to represent employees of PAJB.

ARTICLE 15: NO DISCRIMINATION

5.1 There shall be no discrimination against any current or prospective employee, or perpetuation of the effects of past discrimination, if any, on the basis of sex, age, race, color, religion, national origin, marital, domestic partner, or parental status, sexual preference, gender identify, gender expression, personal political beliefs or associations, disability as defined by the Americans With Disabilities Act, membership in the Union or participation in protected concerted activity.

15.2 The parties are committed to opposing sexual harassment and endorse the Workers United policy against sexual harassment. PAJB and the NewsGuild promote the principal of affirmative action in hiring, employment, training and promotion practices. To that end, PAJB shall endeavor to hire employees that reflect the make-up of its membership. Management and employees shall treat each other with dignity and respect.

15.3 The use of masculine pronouns shall be deemed to include the feminine and vice versa.

ARTICLE 16: SENIORITY

16.1 Upon the completion of the probationary period specified in Article 3.1, seniority shall be established as of the last date of hire.

16.2 Employees transferred into a bargaining unit represented by the NewsGuild from any other assignment, whether or not represented by the NewsGuild, shall regain their previously accumulated seniority for all purposes upon completion of six (6) months of service in the new unit. Employees who become part of a "new" bargaining unit as the result of the merger of two or more bargaining units shall retain their seniority and shall not be subject to the six (6) month's wait.

16.3 If an employee leaves the bargaining unit in order to take a supervisory position and at a later date returns to the bargaining unit, shall retain all of their seniority as accrued as an employee of PAJB. However, any seniority accrued while in supervisory positions cannot be used for purposes of layoff and recall.

ARTICLE 17: LAYOFF, RECALL, AND VACANCIES

17.1 For purposes of lay-off and recall only there shall be separate seniority lists for employees classified as organizers and business agents and such employees shall be laid off and recalled separately. However, if an employee has worked for the PA Joint Board or its predecessor organizations in both capacities, then in the case of lay-off and recall, date of hire seniority shall be used, and such employees are eligible for jobs in either classification.

17.2 Employees in their probationary period shall be laid off first.

17.3 Among employees who have completed their probationary period, part time employees shall be laid off first, in order of seniority, then all layoffs shall be by seniority. However, in the event of a lay-off, part-time employees shall be offered an opportunity to convert to a full-time position if such a position exists, two weeks prior to such lay-offs taking place.

17.4 PAJB shall inform the NewsGuild two (2) weeks prior to any layoff and discuss the layoff with the NewsGuild prior to implementing the layoff.

17.5 In the event an employee is laid off, such employee shall receive severance pay in the amount of one (1) week of pay for every year of service up to a maximum of fifteen (15) weeks' pay; provided, however, that an employee who is discharged for just cause, retires under the staff retirement plan or quits is not entitled to severance pay. Any employee receiving severance pay shall be deemed terminated. To be eligible for severance, an employee must execute a General Release provided by PAJB.

17.6 PAJB shall continue to provide health insurance to laid off employees for a period of six (6) months following their lay off for employees who have passed their probationary period and who have executed a General Release provided by PAJB.

ARTICLE 18: EXPENSES AND EQUIPMENT

18.1 Necessary expenses incurred by employees while performing assigned duties shall be paid by PAJB. PAJB will provide reasonable advances for pre-approved extraordinary expenses.

18.2 Necessary working equipment shall be supplied to all employees by PAJB. Employees who are working away from home will be provided by PAJB with a cell phone plan that meets their business requirements

18.3 Per Diem

Employees whose assignment takes them out of town overnight shall receive a per diem per day, including the day of return, in addition to reasonable reimbursement for hotel room and transportation costs as listed below. The overnight per diem shall include tips and incidentals. The per diem shall be:

$59.00 full per diem
$29.00 if employer provides one (1) meal
$22.00 if employer provides two (2) meals
$15.00 Incidental if employer provides (3) meals

Employees who are required to work 11 hours in a day or 3 or more hours on a weekend with the advance approval of the supervisor shall receive up to a $20.00 food reimbursement, except when meals are provided. Such food allowance will be documented by a receipt.

18.4 When an employee is permanently transferred to an area which necessitates moving the employee's family and household furnishings PAJB will bear all such legitimate expenses.

18.5 PAJB will maintain an expense reimbursement system which will provide reimbursement of employee business expenses within ten (10) days of receipt of required expense forms. Employees are required to submit expenses for reimbursement within thirty (30) days of incurring them.

18.6 Automobile log: PAJB shall not require any more automobile mileage documentation than is required, at any particular time, by the Internal Revenue Service rules, regulations and guidelines.

18.7 Cell Phones: Every two years, on the anniversary date of purchase of the previous phone, employees are eligible for a new phone. PAJB will pay up to $175 for the phone and any amount greater than this will be the responsibility of the employee.

Employees are eligible to receive reimbursement for accessories such as charger, protective covering and phone case up to $75 every two years.

Employees are responsible for the safekeeping and care of their cell phone and must report a lost, stolen or damaged phone. PAJB will issue a one-time replacement at no cost to the employee. Outside of new phones supplied every two years as outlined above, employees will bear the cost of any future replacements. PAJB will keep records of all lost, stolen and damaged phones.

ARTICLE 19: VOLUNTEER ORGANIZERS, TEMPORARY EMPLOYEES, ORGANIZERS IN TRAINING

19.1 Volunteer Organizers shall not be employed for more than twelve (12) months in any consecutive eighteen (18) month period. By mutual agreement of the NewsGuild and PAJB, the employment of the Volunteer Organizer may be extended beyond the twelve (12) months.

19.2 In the event that PAJB elects to hire a Volunteer Organizer for a permanent position, and the Volunteer Organizer had performed services for PAJB for a period of nine (9) consecutive months in a full time position, then the Volunteer Organizers shall be subject to a probationary period of four (4) months, which shall be subject to a two (2) month extension upon mutual consent of the NewsGuild and PAJB.

19.3 No temporary employee or consultant shall replace bargaining unit employees.

19.4 No Organizing Institute intern or apprentice shall be utilized by PAJB in excess of six (6) months.

19.5 PAJB shall provide the NewsGuild with a list of Volunteer Organizers on a quarterly basis.

ARTICLE 20: AUTOMOBILES

20.1 Employees who travel regularly and extensively on PAJB business (not including commuting to and from the employee's office) shall receive a car allowance pursuant to Article 20.2 hereof. Employees who have a Joint Board leased car will return their car by December 1, 2025. Employees who turn in their car by December 1, 2025 will receive a one-time $3,000 payment to assist them in purchasing a new car.

20.1.2 PAJB will reimburse employees who use their automobiles extensively for PAJB business, up to $20.00 per month for the cost of car washes documented by receipt.

20.2 PAJB shall pay to employees who use their own automobiles to travel regularly and extensively on PAJB business (not including employees who primarily commute to and from the employee's office) a weekly car expense of two hundred thirty five dollars ($235.00), understood to cover maintenance, repairs, depreciation, the cost of auto insurance not reimbursed by the PAJB and any and all other auto expenses other than business related tolls and parking.

Employees will also be reimbursed for up to twenty (20) gallons of gas a week for work-related travel, provided valid receipts are submitted.

PAJB shall provide reimbursement for insurance for the employee's vehicle used for business purposes, up to a maximum of a net $2,500 in a 12-month period. Employees shall be required to maintain insurance coverage of no less than $100,000 each person / $300,000 each accident for Bodily Injury Liability and $50,000 each accident for Property Damage Liability.

The insurance carrier must be advised that your personal vehicle is being driven for Union business (Commercial Auto Policy). A copy of the insurance policy showing the staff person as the insured with the proper limits and a signed copy of the PAJB Employee Verification of Personal Auto Insurance form must be submitted to PAJB each time reimbursement is to be provided.

Employees who receive a car allowance who drive more than 500 miles in a week shall be entitled to additional reimbursement in the amount of the number of miles over 500 in a week times the IRS mileage rate.

To be reimbursed for gas and receive the additional reimbursement for work-related travel of over 500 miles in a week, employees must submit a log showing all work-related travel for the week. The week shall begin on Sunday and end on Saturday. The number of miles shall be measured from the employee's home.

20.2.1 Employees receiving a car allowance are encouraged to drive an American or Canadian Union made vehicle.

20.2.2 Employees receiving automobile allowances pursuant to 20.2 are required to maintain their automobile in a manner commensurate with the needs of providing serviceable

demands of the job. Any failure to do so will result in a reduction of the automobile allowance commensurate with the loss of service accrued by such lack of serviceability of the automobile.

20.3 Employees who use their cars for PAJB business on a non-extensive or occasional basis (not including commuting to and from the employee's office) shall receive all parking and toll charges and the current IRS established rate.

20.4 Car allowance will be suspended for employees on any Leave of Absence for more than four weeks. An employee who becomes ineligible for a car allowance as a result of this provision shall be entitled to reinstatement of the car allowance for the week in which the employee returns to active employment on a pro-rata basis. The Joint Board shall have the right to reassign a leased car assigned to an employee on any leave of absence where the leave lasts longer than 90 days.

ARTICLE 21: GRIEVANCE AND ARBITRATION PROCEDURE

21.1 Step 1: Any dispute concerning the interpretation or application of this Agreement or affecting the relations of employees and PAJB shall be taken up in the first instance in writing between the employee (and the the NewsGuild representative, if requested) and their supervisor within 14 calendar days of its occurrence or reasonable knowledge of such.

21.2 Step 2: If the dispute is not resolved at Step 1 or within ten (10) days following presentation of the written grievance, the NewsGuild shall have fourteen (14) calendar days after submission of the written grievance, to submit the grievance to the Manager of the Joint Board. If the immediate supervisor is the Manager of the Department or Joint Board, then the grievance may proceed directly to Step 3. The Manager or their designated representative and the NewsGuild representative shall meet in person or by any other means available and the grievant shall have the right to be present for the meeting. The PAJB representative shall provide the NewsGuild and the grievant with a written response to the Step 2 meeting, stating the grounds for the action and the basis for the denial of the grievance, within the fourteen (14) calendar days of the conclusion of the meeting.

21.3 Step 3: Any dispute not resolved at the third step may be taken to arbitration. In any event, no matter may be submitted to arbitration beyond twenty-one (21) calendar days after the third step answer has been provided to the NewsGuild unless extended by mutual agreement of the parties. Notwithstanding the above steps of the grievance procedure, grievances shall be handled at the level at which they arose.

21.4 For this Agreement, a panel of three (3) permanent arbitrators shall be mutually selected by the parties. The panel of arbitrators shall consist of Joan Parker, Robert Herzog, and Howard Edelman. The arbitrators shall serve in rotation, but if the arbitrator next in line cannot hear the case within sixty (60) days, the next arbitrator shall be chosen. If no arbitrator on the panel can hear the case within that time, then the arbitrator who can hear the case most expeditiously will be chosen, with the understanding that no arbitrator shall be scheduled to hear two consecutive cases. The arbitrator's decision is final and binding on all parties.

21.5 The arbitrator shall have no power to add to or subtract from this Agreement but shall rule only on interpretation of the existing Agreement. Back pay awards are not limited to wages only and may include expenses and allowances or any other benefit the arbitrator deems necessary to ensure the grievant is made whole.

21.6 The grievance procedure set forth in this Agreement and the collective bargaining process provide the sole and exclusive means of resolving any and all differences between the NewsGuild and PAJB. The NewsGuild representatives will advise PAJB of any concerns affecting its members, and Workers United will endeavor to address those issues. Where the parties cannot agree to an amicable resolution, the NewsGuild will utilize the grievance procedure, including the arbitration process where applicable, to resolve the issue. There shall be no strikes, slowdowns, or work stoppages for the life of this Agreement. PAJB will not lock out bargaining unit employees for the life of the Agreement.

21.7 The fees and expenses of the arbitrator and the cost of the hearing room, if any, shall be shared equally by the parties.

21.8 The food allowance and expenses of employees during participation in grievance and arbitration procedures, contract negotiations, and conferences with PAJB shall be paid by the NewsGuild.

ARTICLE 22: SEVERABILITY

Should any part or provision of this Agreement be invalid for any reason, such invalidation of any part or provision of this Agreement shall not invalidate the remaining portions thereof and they shall remain in full force and effect.

ARTICLE 23: TERM

This Agreement shall be effective October 1, 2025 through September 30, 2028.

IN WITNESS WHEREOF, the parties hereto executed and signed this Agreement as of the dates noted below:

NewsGuild of Greater Philadelphia TNG
Local 10/CWA Local 38010

BY: William Ross

William Ross, Executive Director
Date: September 6, 2025

Pennsylvania Joint Board, Workers United, SEIU

BY: David Melman

David Melman, Executive Vice President
Date: Sept. 11, 2025