

**Agreement between**

**The Jewish Currents and the Writers Guild of America, East.**

**1. Recognition and Scope**

Jewish Currents (“Employer” or “JC”) recognizes the Writers Guild of America, East (“Guild” or “Union”) as the exclusive collective bargaining representative within the meaning of Section 9(a) of the National Labor Relations Act of a unit of full-time and regular part-time employees in the United States in the following job classifications and job classifications doing the same or substantially similar work.

Newsletter Editor  
Managing Editor  
Assistant Editor  
Staff Writer  
Culture Editor  
Poetry Editor  
Newsletter Editor  
Senior Reporter

Excluding all other employees, managers, fellows, interns, freelancers, operations manager, and supervisors as defined in the National Labor Relations Act.

**2. Union Security**

- a. Except where prohibited by law, the Employer agrees that it will not continue any Employee in its employ under this collective bargaining agreement (“Agreement”) unless they are a member in good standing of the Union, have made application for membership in the Union or for “agency fee” status within thirty (30) days following the beginning of their employment, or the effective date of this Agreement, whichever is later.

- b. Except where prohibited by law, the failure of any employee covered hereunder to be or become a member in good standing of the Guild by reason of a refusal to tender the initiation fees or periodic dues and assessments uniformly required on a percentage basis of gross wages or incorporated with dues so uniformly required shall obligate the Employer to discharge such person upon written notice to such effect by the Union unless such dues and/or initiation fees are tendered within thirty (30) days after such notice is received by the Employer and the Employee.
- c. Nothing in this Article shall be construed to require the Employer to cease employing any Employee if the Employer has reasonable ground for believing that:
  - 1. membership in the Union was not available to such Employee on the same terms and conditions generally applicable to other members;  
or
  - 2. such Employee's membership in good standing in the Union was denied or terminated for reasons other than failure of the Employee to tender periodic dues and initiation fees uniformly required by the Union as a condition of acquiring or retaining membership in good standing.

- d. The Union will hold harmless, defend, and indemnify the Employer and its employees with respect to any and all claims, liabilities, costs, and expenses, including attorneys' fees, arising out of or in connection with any action taken by the Employer pursuant to the provisions of this Article.

**3. Dues Checkoff**

- a. The Employer agrees that upon 30 days' notice thereafter from the Guild, it will deduct initiation fees and membership dues and assessments uniformly required on a percentage basis of gross wages or incorporated with dues as designated by the Guild upon receipt from each Employee who individually and in writing signs a voluntary check-off authorization card in the form and in the manner provided below and provided that all other circumstances comply with all applicable provisions of the federal law.

**WRITERS GUILD OF AMERICA**

"I, the undersigned, hereby authorize and direct Employer, to checkoff from my wages every week union membership dues and assessments uniformly required as well as initiation fees, if owing, (initiation fees to be prorated over a twelve week period) as promulgated by the Union according to the procedure set forth in the constitution of the WGA and pay same to the Writers Guild of America, East, Inc., 250 Hudson Street, New York, New York 10013.

This authorization and assignment shall be irrevocable for the term of the applicable collective bargaining contract between the Guild and the Employer, or for a period of one year from the date appearing hereon, whichever is sooner, and shall automatically renew itself for successive yearly periods or applicable contract year period unless and until I give written notice to terminate to the Employer and the Guild at least twenty (20) days prior to the expiration date of the present contract or the one-year period from date of signature. If no such notice is given, my authorization shall be irrevocable for successive periods of one year thereafter with the same privilege of revocation at the end of each such period.”

WITNESS: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

- b. Dues shall be deducted on each payday. The Employer further agrees to furnish WGAE at the time it remits the dues deducted, a roster of all employees’ names, weekly rate of pay, date of employment and fees/dues deducted, or if no deduction was made, the reason for not making a deduction.
- c. During the onboarding process, a copy of this Agreement and job description shall be supplied by the Employer to every newly hired Bargaining Unit Employee. A copy of these documents will be provided to the Union.
- d. Job Postings: Bargaining Unit Job Postings will include: “This is a position covered under the Writers Guild of America, East Collective Bargaining Agreement.”

- e. In addition, in the event the employment of any bargaining unit terminates, the Employer shall notify the Guild within two (2) business days of termination, of the name of the employee and the date of termination.
- f. On a bi-annual basis, the Employer shall supply the Guild with a list containing the following information for each employee:
  - 1. name, home address, gender (if self identified by employee), race (if self identified by employee), date of birth;
  - 2. contact info including work email, personal email, cell phone, and home address;
  - 3. hire date;
  - 4. job title and job descriptions;
  - 5. salary, including the breakdown for any commission or bonus arrangements, or other forms of compensation;
  - 6. any merit increases granted by name of the employee, individual amount, resulting new salary, and effective date;
  - 7. salary changes by reason thereof, and effective date;
  - 8. resignations, retirements, deaths;
  - 9. and other revisions in data from the prior month.

The Employer shall furnish to the Guild in writing, within one week after a new employee's employment commences, the name, date of birth, address, telephone number, personal email, address, gender, minority group status (if such information is obtained by the Employer at the time of hire), date of hiring, job title and description, CV, and salary of any person hired after the date of this Agreement. This information shall be provided in electronic format.

**4. Probationary Period**

- a. All new employees in the bargaining unit shall have a probationary period of 90 days. The employer shall have the right to extend the period for an additional 60 days.
- b. During this time, the employee may be disciplined or discharged for any reason and the Union shall not be entitled to file or pursue the matter through the grievance and arbitration procedure provided in this Agreement.

**5. Diversity & Inclusion**

- a. The parties share a commitment to diversity and inclusion. In furtherance of this commitment, the parties shall continue to engage in discussions about how best to achieve these ends. The subject may be taken up at meetings of the labor management committee.

- b. The Employer will not discriminate against bargaining unit members based on race, ethnicity, creed, color, national origin, native language or dialect, sex, age, physical or mental disability, criminal record, DACA status, marital and/or parental status, sexual orientation, religion, gender identity, gender expression, veteran status, pregnancy, childbirth, genetic characteristics, union activity, or any other factor protected by applicable law with respect to all phases of employment, including recruiting, hiring, promotion or demotion, transfer, layoff or other forms of termination, rates of pay, assignments, and benefits.
- c. Except where the employer has a candidate it seeks to hire or is promoting an employee, the Employer will make a good faith effort to advertise all open full-time positions on five (5) websites but at least three (3) websites that specifically cater to underrepresented groups in order to attract a diverse candidate pool. This can include Black, indigenous, people of color, including Palestinians and Jews of color; people who identify as LGBTQ; people with disabilities; and people from lower-income socioeconomic backgrounds. The Employer retains discretion over who is hired, and such decisions are not subject to the grievance and arbitration provisions of this agreement.

- d. Once a year, at an all-staff retreat as per (11c), the Employer will give the Union and the labor management committee the opportunity to review the Organization's application and hiring procedures, including the data gathered from the requirements outlined in (5j), and to provide guidance and make recommendations to the Employer addressing obstacles to hiring from historically marginalized groups. Such recommendations may include but are not limited to procedures to decrease unconscious and conscious biases when reviewing applications. The Employer will make good faith efforts to consider these recommendations and address these concerns.
- e. The Employer does not tolerate harassment based on any of the factors listed above, and shall maintain a sexual harassment policy and provide training in accordance with New York state law.
- f. The complaining Employee may bring a union representative with them to meetings regarding harassment investigations and complaints.
- g. Nothing in this contract prevents an Employee from seeking legal remedy.
- h. The Employer shall ensure protection from retaliation for bringing claims.
- i. Training shall apply to all staff.
- j. Once a year, after the adoption of this Agreement, the Employer will conduct a pay equity analysis for the Unit, considering gender, race, and ethnicity, and will share results (aggregated sufficiently to protect individual privacy) at an all-staff retreat as per (11c). In the event that pay equity issues are apparent, the Employer will engage leadership of the Union to address such issues.



- k. When the Employer seeks candidates for a vacant bargaining unit position not being created for a specific candidate or for purposes of promoting an existing bargaining unit employee, (a) the position will be posted for a minimum of two weeks, and (b) the Employer will ensure that it interviews at least two (2) candidates from groups traditionally underrepresented at Jewish Currents as listed in (5c).

## **6. Hiring**

- a. All job announcements for positions within the Unit will include a statement identifying that the position is within the Unit, as well as a notice of nondiscrimination.
- b. Only the Publisher, Editor-in-chief, and Web Editor may extend a binding job offer and starting salary to prospective Unit employees. Such an offer will include a letter stating the position title, starting salary, and job description.
- c. Unit members who apply for other jobs within the Organization are protected against retaliation for so doing.

## **7. Online Harassment**

The Company is committed to addressing work-related online harassment (e.g., abusive comments, threats of violence, doxxing, hate speech, etc.) by non-employees on its editorial platforms and enforcing its community standards for online content (including comments) in a consistent manner.

- a. In the event an employee believes they have been subjected to online harassment, they may report it to the EIC or Publisher.
- b. In the event an employee is being subjected to online harassment, the employer will make available the following options:
- c. Upon agreement with management, the employee may take a break from social media related work duties for an agreed upon amount of time. This shall include being exempted from the requirements to promote, manage, or supervise social media activities from both company and personal accounts.
- d. The Publisher will be made available to provide reasonable further support and advice, and will discuss PEN's Best Practices for Managers with the employee being harassed  
  
(<https://onlineharassmentfieldmanual.pen.org/best-practices-for-employers/#managers>).
- e. The Publisher will deliberate with relevant staff and stakeholders as to how to address the issue.
- f. Once yearly, the labor management committee will meet to discuss steps that may be appropriate to address the evolving issues of online harassment.

**8. Management Rights:**

The Employer's business and all related projects and ventures is vested exclusively with the Employer. Except as otherwise provided in this Agreement, the Union agrees that the Employer has the right to establish, plan, direct and control the Employer's missions, operations, projects, plans, objectives, strategy, activities, resources, and priorities ("The Employer Operations"); to establish, administer, maintain and require employees to follow procedures, policies, agreements, practices, standards, rules and regulations of the Employer or that are applicable or relating to the Employer and its employees ("The Employer Policies"); to alter, extend or discontinue existing equipment, operations, technologies, amenities, programs and facilities, and location of operations and programs; to determine and modify the number and qualifications required for staff, scheduling, responsibilities, and assignment of employees; to establish, maintain, modify, or enforce standards of performance, conduct, order and safety; to evaluate, determine the content of evaluations, and determine the processes and criteria by which the performance of employees is evaluated; to establish or modify its hours of operation; to assign work locations; to schedule hours of work; to recruit, hire, transfer, layoff, restructure the workforce or The Employer Operations, or eliminate positions or modify job roles; and to have sole editorial oversight and exercise sole authority on all decisions involving editorial content produced, methods used, and product features set. Except as otherwise provided in this Agreement:

- a. The Employer shall have the right, in its sole discretion, to subcontract bargaining unit work and assign bargaining unit work to non-unit

employees, including, but not limited to, supervisors, interns, and fellows, provided that the Employer shall not implement a layoff of bargaining unit employees as a direct result of subcontracting.

- b. The Employer shall have the right, in its sole discretion, to continue to use freelancers and independent contractors to perform work which would otherwise be covered by this Agreement.
- c. The Employer may make and/or continue and from time to time add to or change The Employer Policies as it may deem necessary and proper for the conduct and management of its business, provided the same are not inconsistent with any of the provisions of this Agreement.
- d. Except as specifically abridged, delegated, granted, or modified by this Agreement, all of the rights, powers and authority of the Employer existing prior to the signing of this Agreement are retained by the Employer and remain exclusively and without limitation within the rights of management.

**9. Outside Activities and Freelancing**

- a. All requests to perform outside employment from full-time employees, contracting, professional and/or comparable activities (which includes activities that are paid, unpaid, and self-employment but excludes nonprofit work wholly unrelated to the Company's business and/or the employee's employment with the Company) will be evaluated considering the following factors:
  1. Any Outside Business Activities performed must not interfere in any way with the Employee's performance of their job.
  2. The Employee must be in good standing and have satisfactory work performance.
  3. Any Outside Business Activities performed must not conflict in any way with the Employer and its interests or create any form of journalistic conflict of interest for the employee or the Employer.
- b. When working on any Outside Business Activities, employees shall not disclose any Company confidential information, including notes, interviews, etc., consistent with their confidentiality and non-disclosure obligations set forth in the Employer Policies.

**10. Intellectual Property Ownership**

The Employer retains all rights in work assigned to the bargaining unit and produced for the publication by the employer. If a bargaining unit employee would like to use material owned by the Company, they may make a request to the editor or publisher before using any such material. The use of such material for a book should not be unreasonably denied. The employer will respond within ten (10) business days.

**11. Labor Management Committee**

There will be a labor management committee consisting of up to two (2) representatives of management and two (2) representatives of the bargaining unit and one union representative (including additional representatives to discuss specific issues), which shall meet at mutually agreeable times to discuss issues relating to the workplace.

- a. The committee shall meet at least quarterly to discuss workplace matters including but not limited to, diversity and new technology...
- b. Subjects raised in the labor management committee shall not be subject to the grievance and arbitration procedures of this agreement.
- c. The following issues will be addressed on a yearly basis at an all-staff retreat. The employer will inform the unit and the union in January of the dates of the retreat.
  - i. Hiring procedure
  - ii. Pay equity analysis for the Unit

## **12. Grievance and Arbitration Procedure**

### **a. Scope:**

Every grievance arising from the application or interpretation of this agreement will be adjusted as set forth in paragraphs B through E.

### **b. Step One: Informal Discussion**

If a dispute arises regarding the application or interpretation of this Agreement, the Union, an employee, or group of employees may present the claim to the appropriate manager or supervisor to discuss and attempt to resolve it.

### **c. Step Two: Grievance**

If a dispute is not resolved or submitted for informal discussion, the Union may submit a grievance in writing to the appropriate Employer designee. Grievances shall be filed within thirty (30) calendar days of the facts giving rise to the grievance. After a grievance is filed, an Employer designee and the employee or employees concerned and a Union representative (to be designated by the Union) shall meet promptly to discuss the dispute in an effort to resolve it. A decision shall be made and issued in writing within fifteen (15) days of the meeting.

### **d. Step Three: Arbitration**

If the grievance is not resolved, the Employer and the Guild shall select the arbitrator by mutual agreement from using the steps in the foregoing paragraphs, the Union may submit it to arbitration within thirty (30) days of the written Step 2 Answer. The Employer and the Guild shall select the arbitrator, by mutual agreement, and if no agreement is reached, from

lists submitted to them by the American Arbitration Association, and the arbitration will be conducted in accordance with the then current Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator's decision will be final and binding on the parties. The fees and expenses of any arbitrator will be shared equally by the parties.

e. Arbitrator's Powers

The arbitrator will not have any power to add to, subtract from, or otherwise amend this agreement.

f. Each party shall bear its own expenses and the arbitrator's fees and expenses shall be borne equally between the parties.

g. Any time periods in this Section may be waived or held in abeyance only by written agreement between the parties.

**13. No-Strike/No Lockout**

a. The Company agrees that during the term of this Agreement it will not lock out any bargaining unit employees covered by the terms hereof.

b. The Union agrees that during the term of this Agreement:

1. it will not strike (including any sympathy or unfair labor practice strike), picket, or boycott the Company, or directly/indirectly interfere with any of The Employer Operations;



2. neither the Union nor any officer, executive, official or executive employee of the Union will directly or indirectly authorize, aid, encourage, direct, abet, or participate in any such strike, picketing, boycott, or interference with any of The Employer Operations; and
3. it will instruct its members to perform all assigned work with the Company and it will at the same time instruct them not to strike against, picket, or boycott the Company.

**14. Health & Safety**

- a. The Employer agrees to provide employees working at its premises with safe physical working conditions at premises owned or rented by the Employer.
- b. Failure to provide safe physical working conditions shall be a matter which may be taken up under the grievance and arbitration provisions of this Agreement.
- c. An employee shall have the right to refuse to perform work that is unsafe or unhealthy.

**15. Nondiscrimination**

- a. The Employer will not discriminate against bargaining unit members based on race, ethnicity, creed, color, national origin, native language or dialect, sex, age, physical or mental disability, criminal record, DACA status, marital and/or parental status, sexual orientation, religion, gender identity, gender expression, veteran status, pregnancy, childbirth, genetic characteristics, union activity, or any other factor protected by applicable

law with respect to all phases of employment, including recruiting, hiring, promotion or demotion, transfer, layoff or other forms of termination, rates of pay, assignments, and benefits.

**16. Discipline and Discharge**

- a. The Employer shall have the right to discipline, demote, suspend, or discharge employees for just cause, which shall include, but is not limited to:
  1. misconduct;
  2. poor work quality and poor work performance;
  3. insubordination or other failure to perform your duties;
  4. failure to comply with the Employer Policies (as defined below and including, but not limited to, the, Conflicts of Interest policies and Confidentiality and Invention Assignment Agreement or similar confidentiality agreement);
  5. theft, fraud, embezzlement, misappropriation, or reckless or willful destruction of Employer's property; and/or
  6. physical violence or threats of violence of any kind.
- b. Editorial Matters: The Employer shall have the unilateral right to discharge or otherwise discipline any bargaining unit employee if, in the Employer's sole judgment, the employee does not meet the Employer's Policies or management's standards relating to editorial content, editorial quality, and/or professional journalistic ethics, provided the employee has received prior written notice of the issue and has been given at least four (4) weeks

to improve.

- c. Severance: The Employer shall notify the Guild and affected employees at least two (2) weeks prior to any layoffs under this Article, if operationally practical, and will identify the employee(s) to be laid off. During the notice period, the Employer will meet and confer with the Guild about the layoffs and possible alternatives to the layoffs. Where notice to the Guild and affected employees is not possible, the Employer will provide the affected employees with pay with a maximum of two (2) weeks' pay in lieu of notice. Any employee who has completed the probationary period and who is laid off for economic or other reasons (and is not discharged for cause) shall receive gross severance equal to two (2) weeks' salary plus two (2) weeks' salary per full year of service or fraction thereof.

## **17. Editorial Policy**

The employer agrees to continue discussions of editorial policy with the employees at Jewish Currents, but the parties agree that ultimate decisions regarding policy are the sole discretion of the management and shall not be subject to the grievance and arbitration provisions of this agreement.

**18. Separability**

- a. If any provision of this Agreement violates or requires either party to violate any applicable laws, to that extent, such provision shall be of no effect. All other provisions of this Agreement shall remain in full force and effect.
- b. In the event any Article or Section of this Agreement is held invalid or enforcement of or compliance with which has been restrained as set forth above, the parties shall enter into immediate collective bargaining negotiations for the limited purpose of arriving at a satisfactory replacement for such Article or Section during the period of invalidity or restraint.

**19. Compensation**

Current members of the Bargaining Unit shall receive a 4% across the board increase in salary effective January 1, 2021.

Current members of the Bargaining Unit shall receive a 3% across the board increase in salary effective January 1, 2022.

Current members of the Bargaining Unit shall receive a 3% across the board increase in salary effective January 1, 2023.

Current members of the Bargaining Unit shall receive a 4% across the board increase in salary effective January 1, 2024, or raised to the minimum, whichever is higher.

**Upon ratification, the current salaries will be as follows prior to the above increases:**

		Effective 1/1/21	Effective 1/1/22	Effective 1/1/23	Effective 1/1/24
Newsletter Editor	\$60,000.00	\$62,400.00	\$64,272.00	\$66,200.16	\$68,848.17
Assistant Editor	\$53,000.00	\$55,120.00	\$56,773.60	\$58,476.81	\$60,815.88
Managing Editor	\$60,000.00	\$62,400.00	\$64,272.00	\$66,200.16	\$68,848.17
Culture Editor	\$60,000.00	\$62,400.00	\$64,272.00	\$66,200.16	\$68,848.17
Poetry Editor	\$60,000.00	\$62,400.00	\$64,272.00	\$66,200.16	\$68,848.17
Senior Reporter	\$60,000.00	\$62,400.00	\$64,272.00	\$66,200.16	\$68,848.17

Effective January 1, 2024, no full-time employee shall make less than \$60,000.

The following minimums will apply during the length of this agreement

MINIMUMS	Upon ratification	Effective 1/1/24
Newsletter Editor	\$60,000	\$65,000
Assistant Editor	\$53,000	\$60,000
Staff Writer	\$53,000	\$60,000
Managing Editor	\$60,000	\$65,000
Culture Editor	\$60,000	\$65,000
Poetry Editor	\$60,000	\$65,000
Senior Reporter	\$60,000	\$65,000

**20. Job Titles**

- a. Base rates for part-time workers will be prorated from the above rates and defined on hire.
- b. Current Rates
  1. Poetry Editor: 20 hours per month
  2. Newsletter Editor: 20 hours per week
- c. If part-time workers are assigned to any additional tasks by management (including, but not limited to meetings assigned by management, projects, etc. beyond their job description), then the hours for those additional projects will be billed at an hourly rate which will be derived by prorating their salary.
- d. Upon promotion to a higher classification, an employee shall receive the minimum for the new position or a five percent (5%) increase, whichever is higher.

**21. Schedule**

- a. Except in emergencies, the Employer will schedule meetings only between 9 am ET and 5 pm ET.
- b. All bargaining unit members are entitled to an unpaid lunch hour.
- c. The employer and employee will create their specific schedule for full-time employees to the extent practicable, based on factors such as work needs, time zones, child care needs, etc.

- d. The employer and employee will create their specific schedule for part time employees based on the hours they are working as defined in Salary (20b) and their job description and work effort.
- e. Discretionary time: For projects where the total amount of time is hard to predict, the employer and employee can agree to discretionary time scheduling. For example: If a project takes more than x hours, you need to get approval from the employer, but for less than x hours the employee can use their discretion in billing.
- f. Schedule changes made by management will be communicated as soon as practicable, taking into account the traditional factors.

## **22. Job Descriptions**

- a. Job descriptions will be made available upon request, within a year of ratification.

**23. LAYOFFS AND SEVERANCE**

- a. The Employer shall notify the Guild of possible layoffs at least fourteen (14) days in advance and meet with the Guild to negotiate possible alternatives to the prospective layoff, including voluntary layoffs.
- b. The Employer shall notify the Guild and affected employees at least two (2) weeks prior to any layoffs under this Article, if operationally practical, and will identify the employee(s) to be laid off. During the notice period, the Employer will meet and confer with the Guild about the layoffs and possible alternatives to the layoffs. Where notice to the Guild and affected employees is not possible, the Employer will provide the affected employees with pay with a maximum of two (2) weeks' pay in lieu of notice. Any employee who has completed the probationary period and who is laid off for economic or other reasons (and is not discharged for cause), shall receive gross severance equal to two (2) weeks' salary plus two (2) weeks' salary per full year of service or fraction thereof.
- c. If an employee is offered the opportunity to resign (a/k/a a "buyout"), they will receive at least that same package of severance pay and extended benefits. They will be afforded at least three (3) days to consider the offer before being required to accept or reject it.



- d. Employees shall have the option to receive severance pay in a lump sum or in subsequent paychecks.
- e. The Employer shall continue to provide the employee's health benefits through the layoff severance period.
- f. Bargaining unit employees who have been employed for at least two (2) years and who are laid off for up to two years shall have the right of first refusal in the event that their position with the Employer, or a substantively identical position, is re-established by the Employer. Bargaining unit members who have worked for less than two years shall have recall rights equal to the number of years worked. In such instances, bargaining unit employees shall have ten (10) business days from the date of the written offer from the Employer to accept a re-established position. An employee recalled shall be paid at no less than the current rate of pay for the job position to which they are recalled.
- g. An employee who is laid off and is rehired within two years shall not suffer a break in continuity and shall have their prior years of service counted.
- h. Laid-off employees, upon request, shall be provided with letters making clear that their layoff was due to financial and not performance issues.
- i. An employee who leaves for other employment before the proposed termination date, but after receiving notice of termination, shall nevertheless receive full severance pay.

**24. Vacation Time**

- a. Full-time employees receive the following number of PTO vacation days off per year, based on their years of service:
- b. First year: 10 vacation days accrued per year. Second year: 15 vacation days accrued per year. Third year and beyond: 20 vacation days accrued per year.
- c. Employees who have completed their probationary period will have access to all the vacation days at the beginning of the calendar year.
- d. At the end of the calendar year, an employee may carry over five (5) of their vacation days.
- e. Within five (5) calendar days of the vacation request, the employer shall let the employee know whether the vacation has been approved.
- f. Vacation time will be prorated for part-time employees.

**25. Holidays**

- a. The Employer will provide a calendar by January 2nd with all the designated days off.
- b. The Employer will announce each year the dates on which these holidays will be observed. In the event that a holiday falls on a weekend, the company shall observe the holiday on the Friday before or Monday after, at the Employer's discretion.
  - a. New Year's Day
  - b. Martin Luther King Jr. Day
  - c. Passover Day 1

- d. Passover Day 2
- e. Memorial Day
- f. Fourth of July
- g. Labor Day
- h. Juneteenth
- i. Rosh Hashanah
- j. Yom Kippur
- k. Indigenous People's Day
- l. Election Day
- m. Thanksgiving
- n. Day after Thanksgiving
- o. Christmas/Nittel Nacht

**26. Bereavement**

- a. Bargaining unit employees shall receive at least three (3) days paid time off in the event of the death of a biological or chosen family member.

**27. Sick Days**

- a. Employees shall have 10 sick days.
- b. 5 sick days are made available upon hire, with 5 accrued over the course of the year. Every January 1st, all employees will have a minimum of 5 sick days accrued. Those who enter a particular new year with fewer sick days will immediately be increased to 5.
- c. Employees can accrue up to 20 sick days.

- d. An employee may also use accrued sick leave for “Safe Time” purposes as follows:
1. An employee who has been or whose family member has been the victim of domestic violence, a family offense matter, sexual offense, stalking, or human trafficking may use accrued sick leave for any of the following reasons:
    2. Family emergency, wherein family member shall include any individual related by blood to the employee, and any other individual whose close association with the employee is the equivalent of a family relationship.
    3. To obtain services from a domestic violence shelter, rape crisis center, or other shelter or services program for relief from domestic violence, a family offense matter, sexual offense, stalking, or human trafficking;
    4. To participate in safety planning, temporarily relocate, or take other actions to increase the safety of the employee or employee’s family members from future domestic violence, family offense matters, sexual offenses, stalking, or human trafficking;

5. To meet with a civil attorney or other social service provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding, including but not limited to, matters related to domestic violence, a family offense matter, sexual offense, stalking, human trafficking, custody, visitation, matrimonial issues, orders of protection, immigration, housing, discrimination in employment, housing or consumer credit;
6. To file a complaint or domestic incident report with law enforcement;
7. To meet with a district attorney's office;
8. To enroll children in a new school;
9. To take other actions necessary to maintain, improve, or restore the physical, psychological, or economic health or safety of the employee or employee's family member or to protect those who associate or work with the employee.
10. There shall be no waiting period for use of accrued sick leave.

**28. Parental and Family Leave**

- a. The Employer shall comply with the New York State Paid Family Leave Act for all employees regardless of location.

**29. Jury Duty**

- a. Employees required to report to Court in response to a summons for jury duty, or examination for jury duty, or for jury duty itself shall receive their regular compensation during such absences. This shall include special grand juries.
- b. Time off for Jury Duty shall be limited to two (2) weeks.

**30. Comp Time**

- a. Employees shall accrue one (1) full comp day when required to work on a weekend day, or evenings after 6 pm involving four (4)+ hours, upon prior approval by management.
- b. Effective on ratification, employees shall accrue one (1) full comp day when required to work more than 40 hours a week where assigned by management.
- c. Hours worked are calculated by the employee on the Friday of every week, and comp days shall be for everyone working 40 hours or more in that week.

**31. Travel, Expenses, Resources**

- a. Employees shall not have to pay out-of-pocket for travel expenses, where authorized by management, and receipts are presented.
- b. The Company shall reimburse employees for parking expenses incurred during the course of their work assignments, excluding routine commuting expenses.
- c. The Company shall reimburse employees for non-commute toll expenses incurred during the course of their work assignment(s).

- d. If employees are on assignment in the evening (past 9 pm local time), the Employer shall provide transportation for the employee to get to their place of residence (including hotels and other institutions outside of the traditional “home”).
- e. The Employer shall pay for approved travel reporting trips (including hotels, meals and travel expenses).
- f. For reimbursement expenses, the Employer shall reimburse the employees within two (2) weeks of the request, if approved.
- g. All full-time employees outside of their probationary period will receive a yearly \$500 reimbursement credit for approved purchases of cell phones, printers, monitors, etc.; paywalls and subscriptions that are directly relevant to their job duties; cell phone bills, computers, computer repair, or maintenance/enhancement generally of their tools of the trade.

**32. Professional Development**

- a. The Employer shall provide \$1000 to each bargaining unit employee who has completed their probationary period (including registration fees and travel expenses) per calendar year to attend classes or conferences selected by the employee to further their professional development. Participation in professional development shall be counted as time worked for compensation purposes, though not in regards to comp time.

**33. Health Benefits and Retirement**

- a. The Employer shall maintain benefits currently offered by the Company. If

there are any additional costs, it shall be borne by the employer.

- b. The Employer shall provide benefits for all employees at 20 hours or greater.
- c. Open Enrollment will be the maximum possible given the chosen provider.
- d. The Employer will revisit the question of 401(k) and other funds in future negotiations.

**34. Book Leave / Sabbatical / Fellowship**

- a. Employees covered by this Agreement shall be entitled to six (6) months of unpaid leave including benefits after every 4 years of work.
- b. After every 2 years of employment, counted from the day of hire, Employees shall be entitled to one (1) month off of unpaid leave with benefits, provided that the employee provides at least three months of warning and receives approval from their manager.
- c. The Outside Work Article shall remain in effect during the sabbatical.

**35. Board of Directors**

- a. The Company shall invite a bargaining unit employee to the Board of Directors Meeting. The Union shall have sole discretion in the bargaining unit employee representative at the Board of Directors meeting. The representative will be excluded from discussion of confidential matters, personnel, or collective bargaining.

**36. Successor Notices**

- a. In the event that the Employer sells, assigns, or transfers any part of its right or title to conduct the operations covered by this Agreement, or sells,



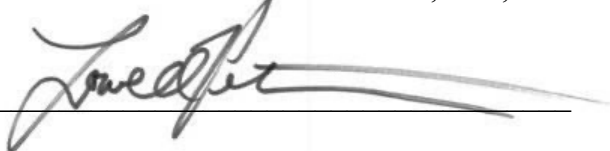
assigns, or transfers substantially all of the assets used in such operations, or in the event there is a change in the form of ownership of the Employer, the Employer shall give the Union reasonable advance notice thereof in writing.

**37. Term of Agreement and Negotiations**

- a. This Agreement shall be effective as of the ratification and shall continue in full force and effect up to and effect up to and including January 15, 2025, and shall continue from year to year thereafter unless either of the parties hereto shall give to the other sixty (60) days notice prior to its original termination date and prior to the end of any subsequent year of an intention to terminate the Agreement.
  
- b. In the event of an inadvertent failure by either party to give the notice set forth in Section A of this Article, such party may give such notice at any time prior to the termination or automatic renewal date of the Agreement. If notice is given in accordance with the provisions of this Section, the expiration date of this Agreement shall be the sixty-first (61st) day following such notice.

For : The Writers Guild of America, East, Inc

For : Jewish Currents



Name: Lowell Peterson

Name: Jacob Plitman

Title: Executive Director

Title: Publisher

Date: 12/21/2021

Date: 12/29/21

**SIDELETTER ON UNIT TITLES**

It is agreed between the parties with respect to the inclusion of job classifications in the Recognition Clause of the collective bargaining agreement that Art Director and Senior Editor are recognized as unit titles, with full time minimum salaries of \$60,000 as of 1/1/2022, and full time minimum salaries of \$65,000 on 1/1/2024.

Jewish Currents

By: Jacob Plitman

Title: Publisher

Date: 03/15/22

Writers Guild of America, East

By: [Signature]

Title: Executive Director

Date: 03/15/2022