

This Collective Bargaining Agreement (“Agreement” or “CBA”) is entered into between the Association for Promotion of Jewish Secularism d/b/a *Jewish Currents* (“*Jewish Currents*,” “JC” or “Employer”) and the Writers Guild of America, East (“Guild” or “Union”) (collectively “Parties”).

1. Recognition and Scope

- a. The Employer 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 all full-time and regular part-time employees of the Employer based in the United States who are not within any of the Excluded categories defined in below. The recognized Bargaining Unit includes but is not limited to the following job classifications and job classifications doing the same or substantially similar work:

- News Editor
- Managing Editor
- Assistant Editor
- Associate Editor
- Staff Writer
- Culture Editor
- Poetry Editor
- Newsletter Editor
- Reporter
- Senior Reporter
- Art Director
- Senior Editor
- Director of Community Engagement
- Director of Circulation
- Operations Assistant
- Director of Operations
- Operations Manager
- Program Coordinator
- Fellow

Excluding all managers, confidential employees, freelancers, and supervisors as defined in the National Labor Relations Act.

- b. Term-limited “Fellows” who do not fall within any of the Excluded categories listed above will be included in the Bargaining Unit, provided that their separation from employment at the conclusion of their designated term shall not be considered a layoff

covered by Article 16 Layoffs and Severance, shall not be considered disciplinary action covered by Article 15 Discipline and Discharge, and shall not be subject to challenge under Article 9 Grievance and Arbitration Procedure.

- c. The Employer will inform the Union in advance of the creation of any new job positions and titles, including Management titles, and, if requested, will meet with Union representatives to clarify the included or excluded status of such titles. Such notice shall be provided at least sixty (60) calendar days prior to the implementation of the new title.
- d. If the Employer creates a new Bargaining Unit position or re-establishes a previously used Bargaining Unit position, it will notify the Union and negotiate over the job description, appropriate classification, and minimum salary for the position. Such notice shall be provided at least thirty (30) calendar days prior to the implementation of the new title.
- e. The term “Employee(s)” when used in this Agreement refers to employee(s) within the recognized Bargaining Unit unless otherwise specified or the context requires otherwise.

2. Union Security

- a. Except where prohibited by law, the Employer agrees that it will not continue any Employee in its employ under this Agreement unless they are a member in good standing of the Union, or 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:
 - i. membership in the Union was not available to such Employee on the same terms and conditions generally applicable to other members;
 - ii. 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 thirty (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.
- 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 Employee terminates, the Employer shall notify the Guild two (2) weeks prior to termination, of the name of the Employee and the date of termination. Provided, however, that when an Employee voluntarily terminates their employment with less than two week’s advance notice, the Employer will provide notice of separation as soon as practical.
- f. Twice a year, the Employer shall supply the Guild with a list containing the following information for each Employee:
 - i. name, home address, gender (if self identified by Employee), race (if self identified by Employee), date of birth;
 - ii. contact info including work email, personal email, cell phone, and home address;
 - iii. hire date;
 - iv. job title and job descriptions;
 - v. salary, including the breakdown for any commission or bonus arrangements, or other forms of compensation;
 - vi. any merit increases granted by name of the Employee, individual amount, resulting new salary, and effective date;
 - vii. salary changes by reason thereof, and effective date;
 - viii. resignations, retirements, deaths;
 - ix. and other revisions in data from the prior month.
- g. 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 Effective Date of this Agreement. This information shall be provided in electronic format.

4. Union Release Time

- a. Each Bargaining Unit member is entitled to two (2) hours of release time per month for union activity.
- b. Bargaining Unit Employees who serve as Union representatives, Employees pursuing a grievance, or Employees facing discipline will be released from work obligations, without loss of pay and without charge against their paid leave, for purposes of participation in any grievance handling, any disciplinary meetings with Management under Article 15 Discipline and Discharge, and any other labor-management meetings that may be scheduled by the Parties.
- c. Members of the Bargaining Unit will be released from work obligations, without loss of pay and without charge against their paid leave, for purposes of collective bargaining negotiations for renewal of this Agreement.
- d. Aside from such Union Release Time, individual Bargaining Unit Employees' engagement in other Union-related activities during their work day will be treated in the same manner as their engagement in other non-work activities during their work day, e.g., Employees are trusted to prioritize their work responsibilities, to coordinate with their managers, and to be available and responsive when not taking scheduled leave time off.
- e. The Parties will aim to cooperate in the implementation of release time so as to minimize disruption to *Jewish Currents* operations.

5. Labor Management Committee

- a. There will be a Labor Management Committee ("LMC" or "Committee") comprising an equal number of members designated by the Union and the Employer respectively, up to six (6) in total, which shall meet at mutually agreeable times to discuss issues relating to the workplace. Either the Union or the Employer may request LMC meetings, and the requests will not be unreasonably denied.
- b. The LMC may address any subjects of interest and make recommendations to the Employer at any time, but the Committee shall not be authorized to modify, or amend, or supplement this Agreement, though nothing in this Article shall supersede or limit the Union's and the Employer's exercise of their rights to engage in collective bargaining and to administer and enforce this Agreement.
- c. LMC meetings will be held during the work day, and Bargaining Unit Employees will not incur loss of compensation or a charge against their leave for time spent in or preparing

for LMC meetings.

- d. The Parties may request the ability to bring additional participants to the LMC meeting; such requests shall not be unreasonably denied.
- e. The following issues will be addressed on at least a yearly basis:
 - i. Hiring procedure
 - ii. Pay equity analysis for the Unit

6. Workplace Transparency

- a. 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.
- b. The Employer shall provide a quarterly update to all Employees with an accounting of the publication's traffic, budget, revenue, and metrics. Quarterly updates shall inform Employees of any new financial partnerships or donor agreements and shall include reporting on the publication's endowment or other investment accounts.
- c. Monthly unit salary lists from the Employer will disclose to the Union all personal payments, bonuses, and gifts which could supplement compensation granted to Bargaining Unit members. Records of Management compensation (including salary, personal gifts, bonuses, one-time payments, and any other form of added compensation) will be provided upon request.

7. Board of Directors Meetings

The Employer shall invite a Bargaining Unit Employee to the Board of Directors Meeting, with written notice to the Union of the meeting date at least three (3) weeks prior to such a meeting taking place. The Union shall have sole discretion in the selection of a Bargaining Unit Employee representative at the Board of Directors meeting. The representative will be excluded from discussion of confidential matters, personnel, or collective bargaining. Management will provide the minutes for all official Board of Directors meetings to all Employees, excluding discussion of confidential matters, personnel, or collective bargaining.

8. Management Rights

- a. Except as to the extent specifically abridged, delegated, granted, or modified by this Agreement, the Employer reserves and retains 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 to manage the organization and its activities and operations.
- b. Notwithstanding this clause, the Employer agrees that it will give the Union at least two weeks' notice whenever possible before adopting or changing any rule, policy, or practice having a significant impact upon one or more members of the Bargaining Unit. If the Union requests, the Employer will engage in good faith negotiations, to agreement or impasse, before carrying out the change. Nothing in this Agreement shall be deemed to negate or reduce the Employer's duty to bargain under Section 8(a)(5) of the National Labor Relations Act before changing a term or condition of employment.

9. Grievance and Arbitration Procedure

- a. Scope: Every grievance arising from the application or interpretation of this Agreement will be adjusted as set forth below.
 - i. 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.
 - ii. 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.
 - iii. Step Three: Arbitration
If the grievance is not resolved using the steps in the foregoing paragraphs, the Union may submit it to arbitration within thirty (30) days of the written Step Two 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.

- b. Arbitrator's Powers: The arbitrator will not have any power to add to, subtract from, or otherwise amend this Agreement.
- c. Each party shall bear its own expenses, and the arbitrator's fees and expenses shall be borne equally between the Parties.
- d. Any time periods in this Article may be waived or held in abeyance only by written agreement between the Parties.

10. No-Strike/No Lockout

- a. The Employer agrees that during the term of this Agreement it will not lock out any Bargaining Unit Employees covered by the terms hereof.
- b. Unless otherwise specified below, the Union agrees that during the term of this Agreement:
 - i. It will not strike, picket, or boycott the Employer for any matter that is subject to Article 9 Grievance and Arbitration Procedure; provided, however, that nothing herein shall prevent any Bargaining Unit member from participating in or honoring a picket line established by another labor organization relating to a non-Bargaining Unit segment of the Employer's workforce or work location.
 - ii. For matters subject to Article 9 Grievance and Arbitration Procedure, the Union will not directly or indirectly authorize, aid, encourage, direct, abet, or participate in any such strike of, picketing, or boycott of, any of The Employer Operations; and
 - iii. For matters subject to Article 9 Grievance and Arbitration Procedure, the Union will instruct its members to perform all assigned work with the Employer and it will at the same time instruct them not to strike against, picket, or boycott the Employer. The Union shall not be liable for damages resulting from unauthorized actions of its members.
- c. The Union may authorize a strike during the term of this Agreement solely in circumstances where Article 9 Grievance and Arbitration Procedure does not apply, where the Employer has committed an Unfair Labor Practice within the jurisdiction of the NLRB, or where Employees are faced with abnormally dangerous conditions for work at their place of employment as defined under Section 502 of the LMRA.

- d. Employees shall not be required to handle or perform struck work.
- e. Employees shall not be required to cross picket lines.

11. Subcontracting

The Employer retains the continuing right to engage, or to publish material produced by, freelancers who are not Bargaining Unit Employees. However, during the term of this Agreement the Employer will not use freelancers, outside contractors, or other non-Unit personnel to cause the termination, layoff, or reduction in work hours or compensation of any Bargaining Unit position. Any Bargaining Unit position that is repeatedly contracted out or contracted long-term (except in the temporary absence of a permanent Employee) shall be considered an issue of improper staffing, and be resolved with the creation of Bargaining Unit position(s) on a mutually agreeable timeline.

12. Hiring and Departure

- 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 and salary information as per this Agreement.
- b. Only the Publisher, Editor-in-chief, and Executive 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 or outside it are protected against retaliation for so doing.
- d. Unit members who give notice of resignation from employment with the Employer shall not be retaliated against for so doing.
- e. Should the Employer and a Bargaining Unit Employee agree to initiate the process of voluntary departure, the Employer and the Employee shall come to mutual agreement regarding the terms and timing of such departure. Those terms shall be provided in writing upon reaching any verbal agreement, and respected. This shall include the provisions laid out in Article 16 Layoffs and Severance, Section (m).

13. Diversity and 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. In all cases when the Employer is making a Bargaining Unit hire, the Employer will make a good faith effort to advertise open positions on five (5) websites but at least three (3) websites that specifically cater to groups underrepresented at *Jewish Currents* in order to attract a diverse candidate pool. This includes candidates identifying as Black, Indigenous, people of color, immigrants, Palestinians, and Jews of color; 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.
- c. In all cases when the Employer is making a Bargaining Unit hire, the position will be posted for a minimum of two weeks, and the Employer will ensure that it interviews at least two (2) candidates from groups traditionally underrepresented at *Jewish Currents* as listed in Section (b) above.
- d. The Employer will include at least one Bargaining Unit Employee in the group selected for interviewing candidates in any intermediary interview round and in the final interview round for any Bargaining Unit position at the organization posted under Section (b) above. Should the Union have concerns regarding the diversity of the candidate pool for the final round, the Union may request to return and interview specific candidates who were eliminated before the final round, and such request shall not be unreasonably denied.
- e. Once a year, during the term 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 meeting. In the event that pay equity issues are apparent, the Employer will engage with the Union to address such issues.
- f. Once a year, 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 Section (e) above, 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 implement these recommendations.

14. Probationary Period

- a. All newly hired Bargaining Unit Employees shall have a probationary period of ninety (90) calendar days. The Employer shall have the right to extend the period for an additional thirty (30) days after consultation with the Union, and shall inform the Employee in writing of both the extension and conclusion of the probationary period.
- 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.

15. 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:
 - i. misconduct;
 - ii. poor work quality and poor work performance;
 - iii. insubordination or other failure to perform your duties;
 - iv. 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);
 - v. theft, fraud, embezzlement, misappropriation, or reckless or willful destruction of Employer's property; and/or
 - vi. physical violence or threats of violence of any kind.
- b. The Employer shall have the 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 provided the Employee has received prior written notice of the issue and has been given at least four (4) weeks to improve. Employees terminated under this Section shall receive severance in accordance with Article 16 Layoffs and Severance.
- c. Any Employer's Policies used to discipline or discharge Employees under this Article shall be provided to the Union in writing at least sixty (60) days before they are invoked. At no time shall the Employer's Policies supersede provisions of this Agreement.
- d. Except in the instance of gross misconduct, any discharged Employee shall be notified in writing at least two (2) weeks in advance of their termination date.

16. Layoffs and Severance

- a. The Employer shall notify the Guild and affected Employees at least four (4) weeks prior to any layoffs under this Article, 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.
- b. Where notice to the Guild and affected Employees is not possible, the Employer will provide the affected Employees with pay with a maximum of four (4) weeks' pay in lieu of notice.
- c. Any Employee 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, or eight (8) weeks' salary, whichever is higher.
- d. 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 for the duration of pay. They will be afforded at least two (2) weeks to consider the offer before being required to accept or reject it.
- e. In the event of a reduction in force, reverse seniority shall govern among Employees with the same job function, with seniority calculated as per Article 33 Years of Service / Seniority. Should the Employer intend to layoff Employees who are outside the order established by reverse seniority, the Employer shall meet with the Union to discuss the criteria used to establish such layoffs. The Union shall retain the right to insist that seniority applies. Employees laid off outside of reverse seniority order shall be entitled to an additional two (2) weeks of severance.
- f. Employees shall have the option to receive severance pay in a lump sum or in subsequent paychecks.
- g. The Employer shall continue to provide the Employee's health benefits through the layoff severance period.
- h. Bargaining unit Employees who have been laid off shall receive notification at their last-known email address and 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 within one (1) year of their layoff. 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.

- i. 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.
- j. Laid-off Employees, upon request, shall be provided with letters making clear that their layoff was due to financial and not performance issues.
- k. An Employee who leaves for other employment before the proposed termination date, but after receiving notice of termination, shall nevertheless receive full severance pay.
- l. The Employer will make best efforts to fulfill the request of a Bargaining Unit Employee to convert a portion of their severance due under this Agreement to paid non-working notice. Any such conversion of severance into paid non-working notice shall not result in any increase of severance or other payments due under this Agreement.
- m. In all circumstances wherein a Bargaining Unit Employee is terminated, laid off, or leaving the Employer voluntarily, the Employer shall pay out all unused vacation days provided under Article 34 Vacation Days.

17. Non-Discrimination and Accommodations

- a. The Employer will not discriminate against Bargaining Unit members based on race, ethnicity, caste, 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, political affiliation, 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. This Agreement shall prohibit discrimination against Employees based on their political activities outside of working hours, off of the Employer's premises and without the use of the Employer's equipment or other property, provided that such activities are not bigoted, harassing, or threatening to a reasonable person.
- b. The Employer is committed to providing a work environment free from discrimination and harassment, including sexual harassment.
- c. 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.
- d. The complaining Employee may bring a Union representative with them to meetings regarding harassment investigations and complaints.

- e. The Employer complies with all applicable federal, state and local laws and is committed to providing equal employment opportunities to qualified individuals with disabilities, including disabilities related to pregnancy and childbirth. Consistent with this commitment, the Employer will make good faith efforts to provide reasonable accommodations to otherwise qualified individuals where appropriate to allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship on the Employer. Should the Employer determine in its sole discretion that a proposed reasonable accommodation would create an undue hardship, the Employer shall inform the Employee in writing. Where an accommodation request has been denied, the Employer shall suggest reasonable alternative accommodations.
- f. If Employees require an accommodation because of a disability, it is the Employee's responsibility to notify the Managing Director ("HR"). Employees may be asked to include relevant information such as:
 - i. The reason they need an accommodation.
 - ii. A description of the proposed accommodation.
 - iii. How the accommodation will help them perform the essential functions of the job.
- g. After receiving the request, the Employer will engage in an interactive dialogue to determine the precise limitations of the disability and explore potential reasonable accommodations that could overcome those limitations. Where appropriate, the Employer may need permission to obtain additional information from the Employee's medical provider. All medical information received by the Employer in connection with a request for accommodation will be treated as confidential.
- h. The Employer encourages Employees to suggest specific reasonable accommodations that would allow them to perform their job. However, the Employer is not required to make the specific accommodation requested, and may provide an alternative accommodation, to the extent any reasonable accommodation can be made without imposing an undue hardship on the Employer.
- i. Where state or local law provides greater protections to Employees than federal law, the Employer will apply the law that provides the greatest benefit to Employees.
- j. If leave is provided as a reasonable accommodation, such leave may run concurrently with leave under the federal Family and Medical Leave Act and/or any other leave where permitted by federal, state and local law.
- k. The Employer will not discriminate or retaliate against Employees for requesting reasonable disability accommodations.

- l. The Employer shall continue to provide access to an Employee Assistance Program, as long as it is available as part of the Employer's selected health care plan, which shall provide access to licensed mental health professionals for consultation, information, assistance, and resources for a variety of concerns. Information regarding the Employee Assistance Program shall be provided to Bargaining Unit Employees during the onboarding process. Such information shall be once again provided to the affected Employee if the Employer determines that an Employee experienced an unsafe work environment.
- m. Employees requesting a reasonable accommodation or seeking additional information on accommodations may request to have a Guild representative (stewards, Guild paid staff) to attend meetings or initiate a request on their behalf. Employees will provide reasonable advance notice to HR and/or their manager, if a Guild representative is joining the meeting.
- n. Meetings with HR to discuss medical accommodations shall not be required to be reported, nor made up during the work day.
- o. Lactating Employees will be provided reasonable break time each day to express breast milk for their nursing child. Lactating Employees will not be required to report the time that they take to pump, nor shall such Employees be required to make up time spent expressing breast milk. The Employer prohibits discrimination against any Employee for exercising their rights under this policy. Employees acknowledge that while the Employer is remote, the work from home policy provides reasonable accommodations for expressing breast milk and/or nursing their child.
- p. The Employer shall provide timely adjustments to Employer documentation regarding name changes or pronoun usage.
- q. The Employer shall provide reasonable notice to Employees and the Guild if the Employer establishes a new, official home office (excluding co-working or sublet spaces). If a new, official home office is established, the Employer and the Guild will meet at a mutually agreeable time to discuss in good faith on the potential impact on the Employees, including the feasibility of access to gender neutral lavatories.
- r. Subject to the below conditions, this provision does not waive an Employees right to pursue claims made pursuant to Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, or any other substantially similar laws, rules, or regulations. Nothing in this Article shall be interpreted as limiting an Employee's right to file a charge of discrimination with any federal, state, or local government agency having authority to investigate alleged violations of applicable anti-discrimination laws.

18. Health and 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.
- d. Employees shall not be required to work while sick or contagious.
- e. Employees who have reasonable concerns about illness may request to work remotely on days when in-person work is required, and such requests will not be unreasonably denied.
- f. With the exception of meetings and retreats, no Employee shall be required to work in an office, and Employees will not be disciplined for choosing to work from home. All Employees not residing in New York City shall be able to conduct their regular work from home.
- g. The Employer shall provide reasonable accommodations to Employees concerned about contagion or other health issues in connection with staff meetings, retreats, or other in-person work.

19. Online Harassment

- a. The Employer 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.
- b. In the event an Employee believes they have been subjected to online harassment, they may report it to the EIC or Publisher.
- c. In the event an Employee is being subjected to online harassment, the Employer will make available the following options:
 - i. 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.

- ii. 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-foremployers/#managers>).
 - iii. The Publisher will deliberate with relevant staff and stakeholders as to how to address the issue.
- d. Once yearly, the Labor Management Committee will meet to discuss steps that may be appropriate to address the evolving issues of online harassment.
 - e. The Employer shall provide DeleteMe—or equivalent services that remove personal data from the internet—to all Employees who request it. For Employees who experience doxxing, the Employer shall provide services which can be used to remove inappropriately shared materials. Upon request, the Employer shall send cease and desist letters to known harassers.

20. Legal Defense

If an Employee is sued or charged under any federal, state, or local law, or is subpoenaed as a witness, the Employer will indemnify and defend Employees against any third-party claim arising out of any article published, distributed, or assigned and any newsgathering related thereto unless such claims arise out of the Employee's breach of any obligation as an Employee of *Jewish Currents*. Such indemnification will include all losses, costs, and expenses, including reasonable attorney's fees, damages, and recoveries. Provided, further, that any and all such indemnification is conditioned on the Employee's full cooperation with the Employer in defense of such claim and the Employee's agreement to hold harmless the Employer (including its parent and affiliated entities, and their members, shareholders, directors, officers, employees, representatives, and agents) from and against any actions, claims, demands, liabilities, expenses, and costs, including reasonable attorney's fees, arising out of any such third-party claim.

21. 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 Employer, 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.

22. Artificial Intelligence

- a. The Employer and Union acknowledge that definitions of generative artificial intelligence ('GAI') vary, but agree that the term generally refers to a subset of artificial intelligence that learns patterns from data and produces content, including written material, based on those patterns, and may employ algorithmic methods (e.g., ChatGPT, Llama, MidJourney, Dall-E).
- b. At no time shall the Employer seek to replace Bargaining Unit work with GAI.
- c. At no time shall the Employer purposefully engage GAI in content where Bargaining Unit Employees substantially contributed to the creation of the content. The Employer will include a distinct signifier on any published editorial content that was created with the substantive use of GAI.
 - i. Such signifiers may include, but are not limited to, disclaimers in the byline, in show description, or in the audio or video content.
 - ii. Where the Employer has used a digital replica to translate a material quantity of audio content originally recorded by the Bargaining Unit Employee into another language using the Employee's recognizable voice, then upon the request of such Bargaining Unit Employee, the Employer will provide a distinct signifier.
 - iii. For the avoidance of doubt, but subject to (b) above, the Employer shall retain the sole discretion regarding use of signifiers with respect to editorial content wherein non-Bargaining Unit Employees are the primary on-air contributors or authors.
- d. Employees may decline to have their byline, or otherwise decline to be credited, on any content where GAI has been used in a substantial capacity to alter or create the original content.
- e. Unless the Employer obtains the consent of the individual, the Employer shall not use a digital replica (voice or likeness) of any individual within the Bargaining Unit to generate materially new audio or visual materials that have not been recorded in any form to be used in content distributed by the Employer. A digital replica is a digital model of a Bargaining Unit Employee's voice or likeness that can be used to independently generate newly created and previously unrecorded audio content or audio-visual content in Employee's recognizable voice (i.e., new dialogue not previously recorded by the Employee) or recognizable likeness (i.e. visual content not previously recorded by the Employee). Nothing herein is meant to prohibit, restrict or otherwise interfere with traditional post-production editing or similar processes.

- f. At no time shall the Employer use Bargaining Unit work to train GAI systems, nor shall the Employer engage in partnerships with third parties intended to exploit Bargaining Unit work.
- g. Nothing in this Article waives:
 - i. Any obligation of the Employer that may exist under the NLRA to notify the Union of implementation of a new tool that may affect the terms and conditions of employment for Bargaining Unit Employee.
 - ii. Any right of the Union that may exist under the NLRA to bargain over the effects of the Employer's implementation of any new GAI tool.

23. Professionalism and Respect

- a. The Parties agree that respect towards all *Jewish Currents* staff is integral to the efficient conduct of the Employer's business.
- b. Behaviors that contribute to a hostile, humiliating or intimidating work environment, including abusive language or behavior, are unacceptable and will not be tolerated.
- c. Practices which require or encourage Employees to perform personal tasks for members of Management shall be considered a violation of this Article.
- d. The Employer shall respect confidentiality for Employees bringing complaints for violation of professionalism and respect standards-to the extent permitted by law. No Employee shall be subject to discrimination or retaliation who, in good faith, files a complaint, gives a statement, or otherwise participates in the administration of this process.
- e. Nothing in this Article shall prevent the Parties from giving or receiving constructive feedback to one another. No Employee shall be retaliated against for providing such feedback or raising concerns about work-related issues or abusive behavior.

24. Outside Activities and Freelancing

- a. Full-Time Employees who wish to perform outside employment comparable to their work for the Employer or for outlets that are direct, major market competitors are to request approval from the Employer in advance. Any such requests will be evaluated considering the following factors, and will not be unreasonably denied:

- i. Any outside employment performed must not interfere in any way with the Employee’s performance of their job.
 - ii. The Employee must be in good standing and have satisfactory work performance.
 - iii. Any outside employment performed must not present a material conflict with the Employer’s organizational interests and must not create any form of journalistic conflict of interest for the Employee or the Employer.
- b. Unless otherwise specified in (a) above, consent from the Employer is not required for freelancing, volunteering, or other non-employment work outside of JC.
 - c. When engaged in any outside employment, Employees shall not disclose any Employer confidential information, including notes, interviews, etc., and shall comply at all times with their confidentiality and non-disclosure obligations set forth in the Employer Policies.

25. Compensation

- a. During the term of this Agreement, the salaries for those Bargaining Unit Employees who were employed as of the ratification date of this Agreement will be as set forth in the Table 1 below:

Position	Effective 1/1/2025	Effective 1/1/2026	Effective 1/1/2027	Effective 1/1/2028
Art Director Senior Editor • Culture Editor	\$90,000	\$94,000	\$98,000	\$102,000
Senior Reporter Associate Editor News Editor	\$85,000	\$89,000	\$93,000	\$97,000
Director of Operations Director of Circulation	\$80,000	\$84,000	\$88,000	\$92,000
Assistant Editor	\$75,000	\$79,000	\$83,000	\$87,000

- b. At no time shall the Employer establish or reestablish a full-time position at *Jewish Currents* with a salary less than \$70,000 in 2025 and \$73,000 in 2027.

- i. These annual minimums shall not apply to the role of Fellow, which shall be a fixed term position with a one year term and a minimum of \$60,000 in the first two years of the contract, and \$64,000 beginning on January 1, 2027.
- c. During the term of this Agreement, the minimum salaries for Bargaining Unit Employees hired following the ratification date of this Agreement will be as set forth in the Table 2 below:

Position	Upon Ratification	Effective 1/1/2027
Art Director Senior Editor	\$85,000	\$88,000
Senior Reporter Associate Editor News Editor Culture Editor	\$80,000	\$83,000
Reporter Director of Operations Director of Circulation Director of Community Engagement	\$75,000	\$78,000
Assistant Editor Operations Coordinator Program Coordinator	\$70,000	\$73,000
Fellow	\$60,000	\$64,000

- d. All Employees hired after the ratification date of this Agreement who have completed their probationary period will receive an annual \$4,000 raise as of each subsequent January 1 during the term of this Agreement. Should January 1 fall during an Employee’s probationary period, the Employee will receive their raise upon completion of their probationary period, retroactive to January 1.
- e. In the event where a Bargaining Unit Employee employed as of the ratification date of this Agreement is later rehired, their salary schedule shall be in accordance with Table 1.
- f. There shall be no reductions in wages as a result of this Agreement.
- g. All salary increases not required by this Agreement shall be communicated to affected Employees and the Union in writing.
- h. At no time shall the Employer retaliate against Bargaining Unit members who request to change or reduce their hours, to convert to part-time work, or who request to adjust or

improve their rates. Accepting such a request will be at the Employer's discretion, though such requests shall not be unreasonably denied. The Employer shall provide responses to such requests in writing.

Promotions

- i. Promotions of permanent, full-time Employees to higher classifications shall not be considered hires and shall not be subject to the hiring practices outlined in Article 12 Hiring and Departure.
- j. Upon promotion to a higher classification, an Employee shall receive no less than the minimum for the new position as per the schedule applicable to them.
- k. In the event that an Employee is promoted to a previously non-existent Bargaining Unit position, the job description, appropriate classification and minimum salary shall be subject to negotiation between the Union and Management, pursuant to Article 1 Recognition and Scope, Section (d).

26. Term-limited and Part-Time Employment

- a. Base rates for part-time workers will be prorated from the above rates and defined on hire.
- b. 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.
- c. At no time shall any Bargaining Unit Employee be on a temporary contract for more than twelve (12) months. The Employer shall not discontinue an engagement, then rehire the same individual on a schedule that undermines the spirit of this Article.

27. Benefits and Retirement

- a. The Employer shall offer a variety of health, dental, and vision insurance plans which cumulatively include options with low premiums, low deductibles, low copays, out-of-pocket maxes, and out-of-network coverage. The Employer shall cover 100% of the cost of premiums for dental and vision insurance. The Employer shall cover 100% of the cost of premiums for health insurance for four (4) plans, in which at least one includes out-of-network coverage and at least one of which offers a zero deductible, and above 90% of the premiums for all other Employee plans. The Employer shall also cover 50% of the premiums for dependent coverage.

- b. The Employer shall provide benefits for all Employees at twenty (20) hours or greater.
- c. The open enrollment period will be the maximum possible given the chosen provider.
- d. Should an Employee require out of state travel for a medical procedure, the Employer shall cover the cost of travel and accommodations for the purpose of obtaining that procedure.
- e. The Employer will match 401k contributions, by three (3)% for non-term-limited Employees after the probationary period.

28. 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 Employer shall reimburse Employees for parking expenses incurred during the course of their work assignments, excluding routine commuting expenses.
- c. The Employer shall reimburse Employees for toll expenses incurred during the course of their work assignment(s).
- d. Any Employee required to travel to perform regular work duties, i.e. commuting to an office, will receive a travel stipend equal to the amount the Employee spends based on common commuting costs for their geographic location.
- e. If Employees are on assignment in the evening (past 7:30 pm local time), the Employer shall cover the cost of a taxi or ride-share for the Employee to get to their place of residence (including hotels and other institutions outside of the traditional “home”).
- f. The Employer shall pay for approved travel (including hotels, meals, and travel expenses). The Employer shall communicate, in writing, a per-diem or approved travel expense stipend to Employees in advance of approved travel. Should the Employer fail to provide expense guidelines, all reasonable expenses incurred by the Employee during approved travel will be automatically approved and reimbursed.
- g. For reimbursement expenses, the Employer shall reimburse the Employees within two (2) weeks of the request.
- h. All full-time Employees who have completed their probationary period will receive a yearly \$1,500 reimbursement credit for resources. Except as outlined in Section (i) of this Article, no request for the use of this fund shall be unreasonably denied. This includes but is not limited to:

- i. Purchases of cell phones, printers, monitors, books, etc.;
 - ii. Paywalls and subscriptions that are directly relevant to their job duties;
 - iii. Cell phone bills, computers, computer repair, warranties and repair plans (such as AppleCare), or maintenance/enhancement generally of their tools of the trade.
 - iv. Registration fees and travel expenses to attend classes or conferences selected by the Employee to further their professional development. Subject to approval, participation in professional development shall be counted as time worked for compensation purposes, though not in regards to Comp Time.
- i. The use of this fund to buy laptops or computers shall be limited to one (1) laptop or computer every three (3) years, except in the instance of a lost, stolen, or damaged laptop or computer.

29. Job Descriptions and Scope of Work

- a. Job descriptions will be made available to the Union for all existing Bargaining Unit jobs, as soon as a new Unit position is created, and whenever a Unit position or a Unit job description is modified. Such job descriptions shall be attached to this Agreement as Appendix A after contract negotiations conclude.
- b. The Employer may, on a temporary basis, assign Bargaining Unit Employees to perform work that is outside the scope of their title. Should a Bargaining Unit Employee be assigned such work for a period longer than two (2) consecutive weeks, their salary shall be increased by an amount commensurate with the assignment for the duration of the assignment. The increase shall be negotiated with the Union. In such an instance, Employees shall not be expected to complete more hours of work, nor will they be assigned an amount of work unreasonable to complete in a standard work schedule as determined by relevant Employee(s) and their supervisors.
- c. A Bargaining Unit Employee performing work beyond the scope of their title for a cumulative period in excess of twelve (12) weeks shall be able to request a permanent promotion to an appropriate higher job title and pay classification. Except in the instance of a previous agreement to the contrary, the Employer shall not unreasonably deny such a request.

30. Schedule and Flex Time

- a. The standard workday at JC shall be between 9:30AM – 5:30PM ET, although specific times worked may vary, pursuant to Section (c) of this Article. The Employer shall

schedule all possible meetings during working hours and the Employee shall not be expected to respond to any messages or work requests outside of these hours.

- b. All Bargaining Unit members are entitled to a paid lunch hour which is included in the eight hours of a regular workday.
- c. “Flex Time”: The Parties accept that—based on factors such as work needs, time zones, child care needs, medical appointments, etc.—it is natural for there to be daily and or weekly variations in an Employee’s schedule. Thus, within the guidelines established by this Agreement, and in consultation with and with approval from supervisors, the Parties agree that Employees may set their own schedules with regard to log-on and log-off times and the specific times worked each day. Further, while Employees must work the total number of hours that are required of them each week, the Parties agree that an Employee may “flex” their hours within the course of a week—for instance, working seven hours one day and nine hours the next—so long as they are in communication with supervisors about any workflow issues that might arise as a result of flexing their hours. Flex Time shall be voluntary on the part of the Employee and shall not be considered to be the same as “Comp Time” for the purposes of this Agreement. Any directives from the Employer to work non-standard schedules or extra hours shall fall under Article 31 Comp Time.
- d. The Employer and Employee will create specific schedules for part-time Employees based on the hours they are working and their job description.
- e. Management will make best efforts to inform Employees at least six (6) weeks in advance of schedule changes or changes to work output that will substantively impact an Employee’s direct work responsibilities.

31. Comp Time

- a. “Comp Time” shall refer to both direct requests from supervisors to work specific hours that fall outside a regular workday, as well as assignments made by supervisors whose timely completion both Union member and supervisor agree necessitates working extra hours.
 - i. Employees shall have the right to refuse such requests for extra work without retaliation.
 - ii. If Employees accept such work, each hour of Comp Time worked shall translate to one (1) hour off.
 - iii. Comp Time must be used within two (2) months of original accrual.

- b. When possible, managers will provide Employees with at least two (2) weeks notice of the obligation to work extra hours.
- c. Employees shall schedule their Comp Time whenever is convenient to them, with advance notice to Management.
- d. Travel days for work approved by one's supervisor shall be considered eligible for Comp Time, provided that the travel occurs outside regular business hours.

32. Holidays

- a. The Employer will provide a calendar by January 2 with all the designated days off. August and December hiatus dates will be scheduled and communicated to all Employees by March 1 of each year.
- 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 organization shall observe the holiday on the Friday before or Monday after, at the Employer's discretion. Any holiday can be exchanged for a day off on another calendar day upon request. The Employer shall not deny any reasonable request to swap and bank a listed holiday, to be used by the requesting Employee at another time within the calendar year.
 - i. New Year's Day
 - ii. Martin Luther King, Jr. Day
 - iii. Passover Day 1
 - iv. Passover Day 2
 - v. Memorial Day
 - vi. Fourth of July
 - vii. Labor Day
 - viii. Juneteenth
 - ix. Weeklong August hiatus
 - x. Rosh Hashanah
 - xi. Yom Kippur
 - xii. Indigenous People's Day

- xiii. Thanksgiving
- xiv. Day after Thanksgiving
- xv. Christmas Eve through New Year's Eve

33. Years of Service / Seniority

- a. Years of service (also referred to as seniority) shall be calculated based on date of hire. In cases where previous term-limited Employees, part-time Employees, and professional contractors are hired into a permanent position, and cases where permanent Employees are re-hired to *Jewish Currents*, Employees shall have their prior total time at *Jewish Currents* added to their years of service or seniority. This shall be calculated based on full-time equivalency, i.e. two (2) years half-time is equivalent to one (1) year full-time.
- b. Within ten (10) days of ratification, and in every subsequent January, the Employer shall inform all Bargaining Unit Employees of their current years of service in writing.

34. Vacation Days

- a. Full-time Employees receive the following number of paid vacation days off per year, based on their years of service, calculated as specified in Article 33 Years of Service / Seniority:
 - i. First year: Fifteen (15) paid vacation days.
 - ii. Second year: Twenty (20) paid vacation days.
 - iii. Third year and beyond: Twenty-five (25) paid vacation days.
- c. Paid vacation time will be prorated for part-time Employees.
- d. Employees will have access to all paid vacation days upon hire or at the beginning of each subsequent year of service.
- e. At the end of each year of service, an Employee may carry over all unused paid vacation days, with a total accrual limit of forty (40) days. If an Employee is taking more than fifteen (15) days of vacation at a time, they will provide the Employer three (3) months' notice.
- f. Within two (2) business days of the vacation request, the Employer shall let the Employee know whether the vacation has been approved.

- g. The Employer shall not require work on approved vacation days.
- h. An Employee who submits satisfactory evidence that during their vacation they were hospitalized or otherwise confined for incapacitating illness or injury after examination by an appropriate medical professional, will be placed on paid sick leave for the days of disability during their vacation. The Employee thereafter may reschedule the lost vacation, subject to advance approval by their supervisor, which is subject to departmental business needs and requirements.

35. Sabbatical

- a. Employees covered by this Agreement shall be entitled to eight (8) weeks of sabbatical at 100% pay, including full benefits, after five (5) years of service and every four (4) thereafter. The sabbatical period may also be taken as a period of up to twenty-six (26) weeks at prorated pay.
- b. After every year of service, Employees shall accrue one (1) month of unpaid sabbatical with benefits.
- c. Years of service shall be calculated as stipulated in Article 33 Years of Service / Seniority.
- d. Employees shall take no more than six (6) months of sabbatical in one year.
- e. Sabbaticals shall be arranged four (4) months in advance, and Employees will work with their supervisor to ensure that their sabbatical does not overlap with colleagues' sabbatical or other scheduled leave. Even if Employees take their sabbatical later than the first possible instance when they are eligible, they shall still continue to accrue toward their next sabbatical on the timeline specified above.

36. Wellness Days

- a. Employees shall have ten (10) paid wellness days, all made available upon hire and at the start of each new year. In the event that an Employee exhausts all their paid wellness days before the end of a year, they shall have the ability to request additional paid wellness days. Such requests shall be granted at the discretion of Management, but shall not be unreasonably denied.
- b. An Employee may also use accrued wellness leave for purposes including the following:
 - i. To support oneself or any loved one who has been the victim of domestic violence, a family offense matter, sexual offense, stalking, or human trafficking.

- ii. Family emergency, wherein family member shall include any individual related to the Employee, and any other individual in close association with the Employee.
 - iii. 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;
 - iv. To participate in safety planning, temporarily relocate, or take other actions to increase the safety of the Employee or Employee's family members;
 - v. To meet with an attorney or other social service provider to obtain information and advice on, to prepare for, or to participate in any legal or official proceeding;
 - vi. To file a complaint or domestic incident report with law enforcement;
 - vii. To meet with a district attorney's office;
 - viii. To enroll children in a new school;
 - ix. To take any other actions necessary to maintain, improve, or restore the physical, psychological, or economic health or safety of the Employee or Employee's loved ones, including pets, or those who associate or work with the Employee.
- c. There shall be no waiting period for use of accrued wellness leave.
 - d. Bargaining unit Employees who qualify for coverage under the Short Term Disability insurance policy, and don't concurrently qualify for other paid leaves under this Agreement or applicable Employer policy (e.g. parental leave), shall be eligible to receive the difference between their Short Term Disability benefit and their regular base salary for the length of the approved Short Term Disability period up to a maximum of twelve (12) weeks of Short Term Disability leave.
 - e. The Employer shall provide Bargaining Unit Employees with Pregnancy Loss Leave. Such leave shall include ten (10) days of paid time off to care for themselves or their spouse/domestic partner in the time immediately following a pregnancy loss or termination, including abortion. This leave is gender neutral and available to all eligible Employees upon start of employment.

37. Bereavement Leave

- a. Bargaining Unit Employees shall receive at least ten (10) days paid time off in the event of the death of a loved one. An Employee may request the number of days to be increased if circumstances require, and the Employer will not unreasonably deny such a request.

- b. Bereavement days may also be used to visit loved ones in hospice, or to make preparations in advance of a loved one's death.

38. Parental and Family Leave

- a. Bargaining Unit Employees shall be eligible for fully paid parental leave of up to sixteen (16) weeks. This leave shall be considered cumulative and may be taken all at once or in parts. Bargaining Unit Employees will be eligible to use their parental leave any time within two (2) calendar years of the birth or adoption of a child.
- b. Bargaining Unit Employees shall be eligible for paid leave of up to four (4) weeks (which shall include the two (2) weeks of such paid leave already available under Article 36 Wellness Days), per year to care for a seriously ill loved one.

39. Jury Duty

- c. 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.

40. 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.

41. Successor

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 any 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. As a condition to any such sale, assignment, transfer or change the Employer agrees this Agreement shall be binding on any successor of the Employer for the duration of the Agreement.

42. Term of Agreement and Negotiations

- a. This Agreement shall be effective as of the date of ratification (“Effective Date”) and shall continue in full force and effect up to and including March 15, 2028 (“Termination Date”), and shall continue from year to year thereafter unless either of the Parties hereto shall give to the other at least sixty (60) days notice prior to its original Termination Date (and/or prior to any subsequent anniversary-as relevant) of an intention to terminate or modify 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 Date or automatic renewal date of the Agreement. If notice is given in accordance with the provisions of this Section (b), the expiration date of this Agreement shall be the sixty-first (61st) day following such notice.

For : The Writers Guild of America, East, Inc



Date 2/27/25

For : *Jewish Currents*



Date 2/25/2025

SIDE LETTER AGREEMENT

BETWEEN

JEWISH CURRENTS AND WRITERS GUILD OF AMERICA, EAST

This side letter agreement is entered into between *Jewish Currents* (“Employer”) and the Writers Guild of America, East (“Union”) (collectively, “Parties”) to record their understanding of certain provisions they have negotiated in their renewed Collective Bargaining Agreement dated February 24, 2025 (“CBA” or “Agreement”):

1. Nothing in the terms of this side letter shall be interpreted to establish a practice of changing Unit titles. Following the ratification of this Agreement, should the Employer wish to change a class of Unit titles or to retitle Unit members to titles not currently established by the contract, the language in Article 1 Recognition and Scope regarding advanced notice of new titles shall apply.
2. In Article 1 Recognition and Scope of the Parties’ previous (2021-2025) contract, a “Managing Editor” job title was included in the list of Bargaining Unit positions because the intended and actual responsibilities and functions of that job were not those of a managerial, supervisory, or otherwise excluded position. The Parties have now corrected that mistitled position in the current CBA by re-titling the position as “Senior Editor,” without making any substantive change in the nature and functions of that Unit job. Managing Editor shall remain listed in Article 1 Recognition and Scope as a Unit title to reflect its historic inclusion in the Unit. However, should the Employer wish to establish a Managing Editor role with clear supervisory responsibilities as defined under the NLRA, nothing shall prevent the Employer and the Union from agreeing on an internal title reflecting the role’s excluded status, i.e. Senior Managing Editor or comparable title.
3. The Parties have agreed that the Employee holding the position of “Culture Editor” as of the ratification date of the CBA will receive the same salary as the “Senior Editor” position. This one-time, non-precedential deviation from the salary schedule in Article 25 Compensation applies only to that incumbent Employee while holding that position.
4. The Parties have agreed that the Employee holding the position of “Fellow” as of September 1, 2024 of the CBA shall be retitled and will receive the same salary as the “Assistant Editor” position. This deviation from the salary schedule in Article 25 Compensation applies only to that incumbent Employee while holding that position, and this circumstance shall be a one-time, non-precedential deviation from the Employee terms, hiring and promotion obligations, and discharge standards otherwise set forth in this Agreement.

FOR THE EMPLOYER:



FOR THE UNION:


