

MEMORANDUM OF UNDERSTANDING BETWEEN
PUBLIC BROADCASTING SERVICE and NABET-CWA, AFL-CIO

This Memorandum of Understanding (“MOU”) is made and entered into on this 9th day of December 2025 (“Effective Date”) by and between the Public Broadcasting Service (hereinafter “PBS,” the “Employer,” or the “Company”) and National Association of Broadcast Employees and Technicians-Communications Workers of America, AFL-CIO (hereinafter “NABET” or the “Union”).

WHEREAS, PBS and NABET are currently parties to a Collective Bargaining Agreement dated June 13, 2023 (“CBA” or “Agreement”), which governs the terms and conditions of employment of the employees in the bargaining unit represented by the Union as described in Section 1.01 of the Agreement;

WHEREAS, the term of the CBA began on July 1, 2023 and is scheduled to expire on June 30, 2026;

WHEREAS, PBS requested, and the Union agreed, to open bargaining in the fall of 2025 in order to discuss certain significant business changes that PBS wished to undertake and the effects of such changes on the bargaining unit employees;

WHEREAS, the end result of these business changes shall be the layoff of all employees in the bargaining unit;

WHEREAS, pursuant to such negotiations, the parties have agreed to certain modifications to the CBA set forth in this MOU, and have further agreed that except as described herein, the terms of the CBA shall continue to remain in effect through the date of expiration of the Agreement.

NOW, THEREFORE, the Parties hereto agree to the following modifications to the CBA.

1. General Provisions.

- i. Except where expressly stated otherwise, any references herein to “employees” or “bargaining unit members” shall be deemed to encompass the same group, which shall mean the employees described in Section 1.01 of the CBA who are employed as of the date of this MOU or who shall be hired into the unit after the date of this MOU. Standby Employees, as defined in Section 4.06(c) of the CBA, are not covered by this MOU and shall not receive any of the benefits set forth herein.
- ii. All payments described below shall be less applicable and required withholdings and deductions.
- iii. Except as modified herein, the CBA shall remain in effect through its expiration date of June 30, 2026. Should PBS require that employees remain employed following the expiration of the CBA, the terms of the CBA, as modified by this MOU, shall remain in effect until the last employee is terminated from the bargaining unit, as described below.

2. Bonus Payments:

- i. PBS will pay a bonus of \$3,000 to any employee who remains employed as of January 15, 2026, so long as such individual was employed in good standing for the two-month period prior to that date.
- ii. PBS will pay a bonus of \$2,000 to any employee who remains employed as of March 15, 2026, so long as such individual was employed in good standing between January 15, 2026 and March 15, 2026.
- iii. PBS will pay a bonus of \$3,000 to any employee who remains employed as of June 1, 2026, so long as such individual was employed in good standing between March 15, 2026 and June 1, 2026.

- iv. For purposes of this MOU, “employed in good standing” shall mean that an employee is employed as of the date the applicable bonus becomes payable (*i.e.* January 15, March 15, and June 1), and either (a) has not received disciplinary action of a written warning or greater during the two-month period prior to the date the bonus becomes payable (or in the case of the June 1 bonus, the period from March 15 to June 1), or (b) has received a disciplinary action of a written warning or greater during the applicable period for which the Union has an active grievance with the Company. In other words, if the employee has received such discipline during the relevant period and the Union is not actively grieving the discipline, the employee is not in good standing for purposes of this section.
- v. Bonuses will be paid on the second regular pay day following the date on which the bonus becomes payable.

3. Layoffs/Buyouts:

- i. PBS may effectuate layoffs on or after June 30, 2026. PBS will provide reasonable notice of layoffs to the Union and employees. The process for layoffs will be governed by Section 14.02(a) of the CBA, but the benefits provided in the event of a layoff are governed by this Agreement. Specifically, employees who are laid off will receive the following benefits, subject to signing a severance agreement mutually agreeable to PBS and the Union, which shall include, among other things, a release of claims against PBS.
 - a. Salary payments totaling the following amounts based on the number of full years of continuous employment at PBS (or “Total Company Seniority,” as defined in Section 2.01 of the CBA), with payments made semi-monthly on PBS’s regular payroll schedule:
 - i. 0-2 years of service: 4 months’ pay

- ii. More than 2 and up to 5 years of service: 5 months' pay
 - iii. More than 5 and up to 7 years of service: 6 months' pay
 - iv. More than 7 and up to 10 years of service: 7 months' pay
 - v. More than 10 and up to 15 years of service: 8 months' pay
 - vi. More than 15 and up to 20 years of service: 9 months' pay
 - vii. More than 20 and up to 30 years of service: 12 months' pay
 - viii. More than 30 years of service: 14 months' pay
 - b. Employer-paid COBRA for the duration of the severance period (with a cash payment of the equivalent amount for individuals ineligible for COBRA due to being Medicare-eligible). Whether through COBRA or a cash payment, PBS will pay for the cost of coverage that is equivalent to the coverage the employee held on their last day of employment (i.e., individual, individual plus spouse, or family).
 - c. PBS will continue to make retirement fund contributions (consistent with the percentage paid by PBS to employees generally at the time of each such payment) for the duration of the severance period.
- ii. PBS may offer buyouts no earlier than April 1, 2026. PBS will announce its intention to offer buyouts so that employees may indicate their interest. However, the number of buyouts offered by PBS, and the bargaining unit members who receive a buyout offer, shall be in the sole discretion of PBS. No employee shall be compelled to accept a buyout offer. And, if fewer employees

accept a buyout offer than the number of offers made by PBS, no employee shall be involuntarily laid off.

Employees accepting a buyout offer shall receive all the same benefits as employees who are laid off, as described above. In addition, employees who accept a buyout offer and whose employment terminates prior to June 1, 2026 shall also receive a bonus of \$3,000.00, which shall be paid at the same time as the first installment of severance pay, and subject to the same conditions.

For the sake of clarity, any employee bought out prior to June 30, 2026 will only receive wages through their last day of work, and their seniority for purposes of severance shall be calculated as of their last day of work.

4. Severance for Voluntary Departures: Starting the effective date of the MOU and through June 30, 2026, employees who voluntarily leave for any reason other than buyout, layoff, or termination for cause will receive the following benefits subject to signing a severance agreement mutually agreeable to PBS and the Union, which shall include, among other things, a release of claims against PBS:

- i. PBS will pay the full COBRA premium for three months (with a cash payment of the equivalent amount for individuals ineligible for COBRA due to being Medicare-eligible). Whether through COBRA or a cash payment, PBS will pay for the cost of coverage that is equivalent to the coverage the employee held on their last day of employment (i.e., individual, individual plus spouse, or family).

5. Employees Requested to Work Beyond June 30, 2026:

- i. PBS shall give the Union notice no later than June 1, 2026 if it believes employees will be requested to work beyond June 30, 2026.

- ii. Employees who remain employed beyond June 30, 2026 will receive a 4% wage increase effective on July 1, 2026.
- iii. Employees who work beyond June 30, 2026 will be guaranteed wages through September 30, 2026, unless the employee voluntarily resigns or is terminated for cause prior to that date. In other words, PBS may terminate employees who are no longer needed prior to September 30, 2026, but such employees will receive wage payments through September 30, 2026 regardless. Employees who work beyond June 30, 2026 and who are terminated by PBS (other than for cause) on or before September 30, 2026 will also receive the severance package detailed in Section 3 above upon termination of employment.
- iv. Employees who are requested to stay but decline to stay beyond June 30, 2026, or who voluntarily resign between July 1, 2026 and September 30, 2026, will receive the severance package detailed in Section 3 above upon termination of employment, but will receive wages only through their date of termination.
- v. The severance amount for employees who leave for any reason between July 1 through September 30, 2026, shall reflect any seniority accrued during that period but shall be calculated based on the wage rate in effect as of June 30, 2026.

6. In-sourcing requirement:

- i. If, for any reason, PBS hires at least one employee on or before June 30, 2029 whose job duties substantially consist of work that is primarily performed by bargaining unit employees as of the date of this MOU, PBS shall recognize NABET-CWA and Local 31 as the collective bargaining representative of such employee(s).
 - a. The parties agree that, for the purposes of this MOU, an employee's job duties substantially consist of work that is primarily performed by bargaining unit employees if at least 33% of the employee's regular job duties consist of work

that is primarily performed by bargaining unit employees as of the date of this MOU.

- b. The parties further agree that, for the purposes of this MOU, work that is primarily performed by bargaining unit employees as of the date of this MOU is generally the work described in Section 15.01 of the CBA.
- ii. If PBS recognizes the Union pursuant this Section 6, the CBA that expired on June 30, 2026 (excluding the provisions of this MOU and Side Letter I of the CBA, which shall be deemed null and void) shall be considered the status quo, and those terms shall not be unilaterally changed while the parties bargain the terms of a successor agreement.
- iii. PBS further agrees that should it wish to hire any employee into a position that substantially consists of bargaining unit work as described in subsection (i) above prior to June 30, 2029, it will recall available bargaining unit employees for such open position(s). The process for recall shall be governed by Section 14.02(b) of the CBA except that, per the above, recall will last for three years, until June 30, 2029.

7. Preferential Hiring: Employees will receive priority consideration for any open jobs at PBS as follows:

- i. For bargaining unit employees who seek other jobs within PBS during their PBS employment, they will be guaranteed an interview with at least the hiring manager for the position, per PBS's regular policy of interviewing all internal candidates. The employee may also receive a prior interview with a recruiter, depending on the practices of the particular hiring manager.
- ii. For bargaining unit employees who seek jobs within PBS after their PBS employment ends, they will be guaranteed to receive an interview for any applications that are made within one year of the date of termination, as follows:

- a. The employee will be guaranteed an interview with the recruiter for the position sought.
 - b. If the employee applies to multiple positions within a three-month period, they will receive one single interview with the recruiter that would be applicable to all the roles sought. If the employee applies for a position more than three months from the date of the employee's last interview, the employee will receive another interview with the recruiter for these later applications.
- 8. Career/Professional Services: PBS will provide employees the following career and professional development benefits, subject to the terms and conditions below:
 - i. PBS shall reimburse employees for the cost of a 12-month subscription to LinkedIn Premium, so long as the employee signs up for LinkedIn Premium and provides proof of such to PBS's HR department no later than 30 days from their last day of employment at PBS.
 - ii. PBS shall provide career counseling (outplacement services) for 6 months, through a vendor of its choice, for all employees who are terminated through a buyout or layoff, so long as the employee opts in to the service within 30 days of their date of termination.
 - iii. All employees shall be eligible for tuition reimbursement up to the amount set forth in PBS's current policy that applies generally to all employees (\$5,250.00). The conditions of PBS's current tuition reimbursement policy shall apply to bargaining unit employees, except that:
 - a. Employees will be able to request reimbursement for classes related to their current profession or a new profession.
 - b. The course or certification program may be offered by other than an accredited college or university. The parties agree

that for courses that are provided by any entity other than accredited colleges or universities, PBS may exercise reasonable discretion to deny approval for any course that does not appear to be administered by a legitimate business, training provider, or educational program. For courses that are provided by any entity other than accredited colleges or universities, the reimbursement will be deemed taxable income to the employee.

- c. An employee who leaves employment with PBS prior to the beginning or end of the course is eligible to receive tuition reimbursement, so long as the request for reimbursement was made and approved prior to the employee's termination.

9. Financial Counseling: PBS will make financial counseling services available at no cost to the employee per the Employee Assistance Program (EAP) package that is currently available to all PBS employees, which services shall be available for one (1) year from the employee's date of termination. PBS will also make Medicare counseling available, through a vendor of its choice, for employees who are at least 64 years and 9 months of age as of their date of termination. All employees whose employment ends through layoff, buyout, or voluntary separation shall be eligible for the services in this section, subject to their execution of a separation agreement as described in Sections 3 and 4 above. However, such services shall not be made available to employees who are terminated for cause.


10. Performance Evaluations and Bonuses: PBS shall not conduct performance evaluations for employees in the spring of 2026 (for the contract year July 1, 2025-June 30, 2026) as set forth in Section 3.01 of the CBA, nor shall it pay any merit bonuses to employees in 2026 as provided for in that section.

11. Jurisdictional Floor: The provisions of Side Letter I of the CBA – namely, the ability for the Union to unilaterally cancel Article 15 of the CBA should the number of full-time positions in the CBA drop below 38 for a period of longer than 4 months – are irrevocably waived effective the date of this MOU, and Side Letter I shall hereinafter be deemed null and void.

12. Miscellaneous. This MOU shall be in effect from the Effective Date set forth above until the date that the last bargaining unit employee is employed by PBS, except for such provisions that, by their terms, remain in effect following the termination of the bargaining unit employees. This MOU may not be modified or terminated except in a writing signed by PBS and the Union.

Public Broadcasting Service

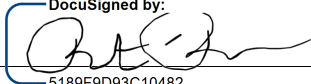
**National Association of Broadcast
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By: 
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Scott Nourse

Senior Vice President,

Product & Innovation

By: 
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President, Local 31

Date: 12/9/2025

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