

**AGREEMENT BETWEEN NABET-CWA, AFL-CIO
AND
MASLOW MEDIA GROUP, Inc.**

Effective August 1, 2021 to July 31, 2024

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AGREEMENT

This Agreement is made, effective August 1, 2021, by and between Maslow Media Group, Inc. ("Maslow", "Company" or "Employer") and the National Association of Broadcast Employees & Technicians - Communications Workers of America, AFL-CIO ("NABET-CWA" or "Union").

ARTICLE 1- PARTIES - RECOGNITION

Section 1.01 Recognition. Pursuant to the certification of the National Labor Relations Board in Case No. 05-RC-139485, the Employer hereby recognizes the Union as the exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and all other terms and conditions of employment for the following collective bargaining unit of employees:

Section 1.02 Bargaining Unit. The Company is performing work for the U.S. House of Representatives, House Recording Studio under contract pursuant to which the Company provides the sporadic services of television production specialists (the "Contract"). The bargaining unit covered by this Agreement is comprised of all television production specialists employed by the Employer at the U.S. House of Representatives, for the House Recording Studio of the U.S. House of Representatives as certified in Case 05-RC-139485. Excluded from coverage under this agreement are office clerical employees, managerial employees, professional employees, guards, and supervisors as defined in the Act.

ARTICLE 2 - MANAGEMENT RIGHTS

Subject only to such restrictions governing the exercise of these rights as expressly provided in this Agreement, the Union recognizes that the Company retains the exclusive right to manage its business as the conduct of the business may require. These rights include but are not limited to, the right to determine the methods and means by which its operations are to be carried out; the right to discontinue, sell or transfer operations in whole or in part; substitute, introduce new equipment, move or transfer equipment or other property on or off the premises; the right to supervise, set the standards for and direct the work; the right to hire, promote, demote, transfer and discipline employees for just cause; the right to furlough employees, lay off employees and recall them from layoff; the right to establish work assignments; the right to assign work and duties and to determine the number of employees; the right to discharge or suspend employees for just cause; the right to establish and alter reasonable rules and regulations for the conduct of the employees; the right to assign work and to determine the number of employees and the number of shifts, the shift times and the hours and times of work; the right to determine qualifications necessary to perform bargaining unit work; the right to determine work performance levels and standards of performance; and the right to require employees to adhere to all rules and regulations of the U.S. House of Representatives and the House Recording Studio.

These rights shall not be diminished or eliminated by the Company's failure to exercise them or by the passage of time between the exercise of such rights. The Company may exercise these rights in any way not in conflict with the obligations in this Agreement.

ARTICLE 3 - UNION REPRESENTATION

Section 3.01 Union Representative. The Employer shall not object to the Union's President or his/her designee having reasonable access to the work areas provided by the House Recording Studio to the Employer for the bargaining unit employees for the purposes of adjusting disputes, investigating working conditions and ascertaining that the Agreement is being adhered to, provided there is no interruption of the Company's business or the operations of the House Recording Studio.

Section 3.02 Union Shop Steward. The Company recognizes the Union's right to designate one (1) Steward and one (1) Alternate Steward.

- (A) The authority of the Steward so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:
 - 1. The investigation and presentation of grievances in accordance with the provisions of this collective bargaining agreement.
 - 2. The transmission of such messages and information as shall originate with, and as authorized by the Union or its officers, provided such messages and information:
 - (a) have been reduced to writing, or
 - (b) if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusal to handle goods, or any other interference with the Company's business.
- (B) Notwithstanding the duties specified above, the Steward shall have the same responsibilities to the Company as any other employee. The duties specified above shall not relieve the Steward of his/her duties and obligations as an employee of the Company, and he shall continue to be subject to all rules, regulations and procedures applicable to other employees.
- (C) An Alternate Steward will only be recognized as Steward when acting on behalf of a Steward who is absent from work. The Alternate Steward will be permitted to process a grievance that was initiated during the absence of the Steward, but will be subject to the same obligations and limitations as the Steward.
- (D) To the extent practical, investigations shall be conducted on non-work time. The Steward must first obtain permission from his/her immediate supervisor before leaving his/her work station to investigate a grievance or attend a grievance meeting during working hours. Permission will not be unreasonably withheld. Upon completion of such investigation, he/she shall immediately report back to his/her supervisor before returning to work.
- (E) The Company will not afford the Steward preferential treatment; nor shall it discriminate or retaliate against the Steward.

Section 3.03 Union Security. All employees covered by the terms of this Agreement shall be required to become and remain members in good standing of this Union as a condition of employment on or after the thirtieth (30th) day following the beginning of covered employment or the effective date of this Agreement, whichever is later, in accordance with the National Labor Relations Act. This provision shall not be applicable where prohibited by law.

Section 3.04 Dues Deduction. Upon receipt of a written assignment that authorizes the Employer to deduct from the pay of the Employee amounts for the payment of regular and periodic dues, and initiation fees, the Employer shall make such deduction during the period provided for in said authorization. The deduction shall continue so long as the authorization has not been revoked in accordance with its terms. The check-off Authorization Form the Employer will use is attached hereto as Exhibit B.

The Employer shall remit the union dues and deductions to the Union within 15 days of the end of the month in which the deduction was made. The remittance shall include an itemized list of the deductions, gross earnings and name of each employee employed in the preceding month.

Section 3.05 Indemnification of Company. The Union shall defend, indemnify, and save the Company harmless against any and all claims, demands, suits, grievances, or other liability (including reasonable attorneys' fees incurred by the Company) that arise out of or by reason of actions taken by the Company in connection with Section 3.04.

ARTICLE 4 - JOB DUTIES

Section 4.01 Television Production Specialists shall perform the full range of camera operations for recorded and/or live television programming, including live television coverage of daily proceedings on the floor of the United States House of Representatives, as well as the hearings of House Committees and Subcommittees.

Section 4.02 Television Production Specialists shall perform the following work:

- (A) Prepare the House studios for each program including lighting the sets, loading and unloading Teleprompters, and determining initial camera positions;
- (B) Operate cameras to secure professional picture composition and focus; apply experience and creative artistic ability in proceeding with or anticipating Director's commands for television programming;
- (C) Operate and direct robotic cameras, video switchers, audio mixer, and character generators on Committee broadcasts;
- (D) Be responsible for technical aspects of camera equipment to the extent of making necessary settings for each program/proper pictures. Work with

Engineering Operations in pre-programming, and report discrepancies and/or malfunctions to the Productions Operations Manager;

- (E) Keep apprised of day-to-day operations and keep appropriate management informed of ongoing activities as well as areas of concern;
- (F) Assist co-workers in utilizing internal practices and procedures to ensure performance is timely, responsive, and consistent with customer needs, and in orienting new contracted personnel as needed;
- (G) Set up audio-visual equipment in various venues including microphones, cameras, dressing and running cables and integration of other equipment as required;
- (H) Exemplify the characteristics of individual performance expected by the House, including a positive attitude, productivity, job knowledge, professional office behavior, dependability, initiative, customer service, teamwork, safety, and availability;
- (I) Such additional duties and responsibilities as assigned by the Employer or the House Recording Studio.

Nothing in this section shall preclude employees of the House Recording Studio from performing any of the above work.

Section 4.03 **Performance of Work.** Supervisors may not perform the duties of employees in the bargaining unit except in the following circumstances:

- (A) Emergency situations
- (B) For the purpose of instructing employees
- (C) To meet un-scheduled operational needs once all bargaining unit employees have been offered the opportunity to work.

ARTICLE 5 - EMPLOYMENT

Section 5.01 **Pool.** The Company agrees to maintain a Pool of bargaining unit employees available for work at the House Recording Studio. The Company's decisions about which employees are to be included in the Pool, not made at the request or direction of the House Recording Studio, shall be subject to the grievance and arbitration procedure. Selections of employees from the Pool for scheduling purposes by the House Recording Studio are not subject to the grievance and arbitration provisions of this Agreement.

- (A) Subject to Section 5.04 below, the Company agrees to inform the Union first when the Company seeks to add employees to the Pool.

- (B) The Union will have the right to suggest qualified candidates to the Company to consider including in the Pool.
- (C) The Company retains the right to, in its sole discretion, accept or reject the candidates suggested by the union for any lawful reason.
- (D) After forty-eight hours the Employer may seek applications from the general public. In the case of an urgent situation, this waiting period will be waived.
- (E) The Employer will provide the Union with notice of any new bargaining unit employee within three (3) business days prior to the Employee's start date but no later than the start date itself.

Section 5.02 Security Obligations. The Union recognizes that the Company has obligations with respect to the security of information and materials under its contract with the House Recording Studio of the U.S. House of Representatives. The Union agrees that nothing contained in this Agreement shall place the Company in violation of its security obligations to the House Recording Studio of the U.S. House of Representatives. The Union agrees that all employees will sign an Affirmation of Non-Disclosure in the form set out in Exhibit A.

Section 5.03 Security Checks. It is understood by and between the parties hereto that, as a necessary condition of employment, and continued employment, employees are subject to investigation for security clearance or national agency check and/or unescorted entry authorization under regulations prescribed by the U.S. House of Representatives, or other agencies of the United States Government on government work. Employees shall complete the process for obtaining a renewal of their security clearances, national agency checks and/or unescorted entry authorizations for their continued employment during working time. Denial, suspension, or revocation of such clearance and/or unescorted entry authorization by such governmental agency shall be deemed just cause for termination from the Company due to inability to meet job requirements. If an employee is able to have the clearance or unescorted entry authorization restored, then the employee shall be eligible to be returned to the pool subject to the approval of the House Recording Studio.

Section 5.04 The Company shall provide a list of all bargaining unit employees at the request of the Union, along with the employees' addresses, phone numbers, and e-mail addresses. The Company shall notify the Union within seven (7) days of hire of the name, address, telephone number, email address, and rate of pay, of any new bargaining unit employee.

Section 5.05 If the Company plans to remove any bargaining unit employee from the Pool, the Company shall provide advance notice to the Union. The advance notice must state the reasons for the removal. Any such removal, not at the request or direction of the House Recording Studio, shall be subject to the grievance and arbitration provision.

Section 5.06 If any bargaining unit employee voluntarily leaves the pool, but has not been discharged or suspended for just cause, or removed from the pool at the request of the House Recording Studio, he or she shall be placed on a preferential re-hire list and shall be considered for any openings in the pool.

- (A) The preferential re-hire list shall be maintained in the order in which employees voluntarily leave the pool.
- (B) Employees shall remain on the preferential re-hire list for one year after leaving the pool.
- (C) The Company shall provide a copy of the preferential re-hire list at the request of the Union.

ARTICLE 6 - WAGES

Section 6.01 Wage Rates.

The Employer shall pay an hourly wage rate to all Television Production Specialists in accordance with the following schedule:

Effective Date	Wage Rate
August 1, 2021	\$37.88
August 1, 2022	\$40.00
August 1, 2023	\$42.00

Section 6.02 **Direct Deposit.** Employees shall be paid through direct deposit. If the Employer is unable to pay an employee through direct deposit, then the Employer shall issue a traditional check to the employee.

Section 6.03 **Pay Day.** The Employer shall pay the employees on a bi-weekly basis on the Friday following the end of the pay period. The Employer shall also provide the employees with a pay stub setting forth the hourly wage rate, gross wages, taxes, deductions, net wages and any other information as required by federal, state or D.C. law.

ARTICLE 7 - HOURS OF WORK AND BASIC WORKWEEK

Section 7.01 The standard workday is normally eight (8) hours of work in any eight and one half (8 ½) hour period per day, with an unpaid thirty (30) minute meal period, commencing at a time appropriate for the work of the particular office as determined by the Employer. The Employer reserves the right to schedule work. However, the Employer shall not shorten an employee's workday once the workday has begun. For the sake of clarity, this prohibition does not apply to actions taken by or at the request of the House Recording Studio. For payroll purposes, the Work Week shall be from 12:01AM Monday to 12 midnight Sunday. Work over forty (40) hours per week shall be considered overtime and paid at one and one-half times the regular rate of pay set forth in Article 6, Section 1. An employee may not work overtime without the approval of the Employer.

Nothing contained in this Agreement guarantees to employees either a certain number of work hours per day or a certain number of work hours per week.

Section 7.02 Employees shall be notified as far in advance as possible of their shifts or work assignments, as well as changes to such shifts or work assignments. If a shift is cancelled with less than twenty-four (24) hours' notice, the Employer shall pay four (4) hours of pay to each employee scheduled for the cancelled shift. Any such payment is conditioned on the House Recording Studio agreeing to pay the Employer for the time.

Section 7.03 Employees may advise supervisors of their level of interest in working overtime and their interest shall be considered, to the extent feasible, in assigning overtime.

Section 7.04 The Employer reserves the right to extend its basic hours of work and the workweek due to the congressional schedule.

Section 7.05 The Employer shall endeavor to provide Employees with a staggered fifteen (15) minute rest break for each four (4) hours worked to ensure adequate coverage. The parties acknowledge that the scheduling of the rest breaks is controlled by the House Recording Studio. Rest breaks shall not ordinarily be taken in the first or last hour of the Employee's shift, nor in conjunction with the meal period.

Section 7.06 A meal period is an unpaid uninterrupted period where no work-related duties are performed. During the meal period the Employee may leave his or her work area or building and will be given no duties.

Section 7.07 An employee shall be considered to be in an overtime status when working beyond forty (40) hours in any scheduled work week.

Section 7.08 If an employee is called at home during their off-duty hours (by a Supervisor or Manager) to discuss business, the employee shall be paid for the discussion time in fifteen minute increments. The time will be added to the employee's time sheet for the day in question at the actual time that the call(s) took place, and will be paid at the appropriate rate.

ARTICLE 8 - HOLIDAYS

Section 8.01. The current Federal holidays are:

New Year's Day
Inauguration Day
Martin Luther King Day
Presidents Day
Memorial Day
Juneteenth
Independence Day
Labor Day

Columbus Day
Veterans Day
Thanksgiving Day
Christmas Day

Section 8.02. Holidays designated above will normally be observed as non- workdays.

Section 8.03. Employees may be required to work holidays, consistent with the Employer's work schedule policies. In the event that an Employee is called into work on a holiday, the Employee shall be scheduled for a minimum of 4 hours for all time worked up to 4 hours. For time actually worked over 4 hours, the Employee shall be credited with the actual time.

Section 8.04. If an Employee works on a Federal Holiday (as outlined in Section 2 above) he or she will be paid at the hourly rate provided in Article 6, Section 1.

ARTICLE 9 - LEAVE AND ABSENCE

Section 9.01 **Sick Leave.** Employees accumulate sick leave at the rate of one (1) hour per thirty-seven (37) hours worked up to a maximum of six (6) days per calendar year.

An employee may use sick leave, after the employee's first ninety (90) days of employment, for periods of absence from work due to his or her own illness, injury, pregnancy, medical confinement. Sick leave can also be used for scheduled medical appointments or scheduled dental appointments provided that the period of absence occurs during a day and at a time on which the employee was actually scheduled to work.

An employee may also use sick leave to provide care for a family member as result of illness, injury, or medical examination provided that the period of absence occurs during a day and at a time on which the employee was actually scheduled to work. "Family member" includes: a spouse or domestic partner, parents, parents-in-law, children (foster or grandchildren included), children's spouses, siblings, siblings' spouses, children living with the employee and for whom the employee permanently assumes and discharges parental responsibility, or a person who has shared a mutual residence and committed relationship with the employee for at least the preceding 12 months.

Employees who are unable to report to work because of illness or injury must notify their supervisor no later than one-half (1/2) hour prior to their designated starting time. Employees who know in advance that they will need to utilize sick leave must request such leave pursuant to the internal procedures established by the Employer.

Sick leave will be charged in one hour increments against an employee's leave bank. For leave of three days or longer, the employee must provide certification from an attending physician or a health care provider.

Section 9.02 **Leave Without Pay.** Leave without pay (LWOP) is an authorized uncompensated absence, which has been approved in advance by the Employer in response to an application by an Employee. The Employer should determine whether the services of the Employee may be

reasonably spared before granting such a request. The approval of LWOP is within the sole discretion of the Employer.

Section 9.03 **Military Leave Policy.** The Employer will fully comply with those obligations it may have under USERRA.

Section 9.04 **Weather and Emergency Conditions.** In the event of weather or other emergency, the employees will call the office of the CAO and follow the recorded instructions regarding the necessity to report for duty. Employees required to work on such days shall be paid consistent with the Employer's work schedule policies.

At the sole discretion of the Employer, when it is in the best interest of the Employer and for the safety of the Employee, the Employer may authorize Employees to secure overnight lodging during periods when weather conditions are such as to call into question whether the House Recording Studio would have adequate coverage but for the Employees lodging in the vicinity of the House Recording Studio or when weather conditions are such that it would imperil the safety of the Employee to travel. In addition, Employees who are lodged for the convenience of the Employer will be expected to report to work for the following shift regardless of whether the Employee is scheduled to work, unless directed otherwise by the Employer, and shall remain on site until relieved by other Employees. Lodging will be at the expense of the Employer.

ARTICLE 10 - DISCIPLINE AND CORRECTIVE ACTIONS

Section 10.01 The Company reserves the right to apply discipline subject to just cause. Such discipline may include, but is not limited to, oral warnings, written warnings, suspension, and termination of employment with cause. When the Company plans on imposing discipline, it shall provide the Union with documentation relating to the circumstances underlying the discipline. Discipline imposed by the Company at the request of the House Recording Studio shall not be subject to the grievance and arbitration provisions of this Agreement.

Section 10.02 Upon request of the employee, the employee shall be provided with an opportunity to review and/or obtain copies without cost of the employee's official personnel file.

Section 10.03 The Employer shall notify the Union in advance of any investigatory interview of an employee conducted by the Employer that could lead to discipline and a Steward or other Union representative may be present at such investigatory interview.

ARTICLE 11- GRIEVANCE AND ARBITRATION

Section 11.01 Recognizing the importance of settling grievances promptly and fairly, the Parties to this Agreement hereby establish this procedure. The Parties shall make every effort to resolve grievances quickly, fairly and at the lowest possible decision- making level.

Section 11.02 As an initial step, employees shall have the right to present complaints on their own behalf to their immediate supervisor with or without a union representative. However, a union

representative shall be present and participate in any meeting to resolve a complaint whose resolution alters the terms of this Agreement.

Section 11.03 A grievance is any complaint by:

- (A) An employee concerning conditions of employment established by this Agreement;
- (B) The Union concerning conditions of employment established by this Agreement;
- (C) The employee, the Union or the Employer concerning the interpretation or a claim of breach of this Agreement.

Section 11.04 The Parties agree to handle grievances in an expeditious manner consistent with the time limits set in this Agreement. However, extensions of all time limits may be granted if both parties agree in writing to do so.

Section 11.05 **Grievance Procedure.**

- (A) Step 1. Within 10 working days after the employee or the Union representative knows or has reason to know of the matter from which the grievance arises, the employee and/or Union representative shall present the grievance orally to the immediate supervisor in an attempt to resolve the matter. If the matter is not resolved within five (5) days, the Parties may proceed to Step 2.
- (B) Step 2. Within 10 working days of the termination of Step 1, the matter shall be presented in writing to the immediate supervisor. The documentation shall include the facts upon which the grievance is based, reference the section(s) of this Agreement allegedly violated, and include the remedies sought. The supervisor shall present a written response within 10 working days. If the grievance is not resolved, the Parties may proceed to Step 3.
- (C) Step 3. Within 10 working days of the termination of Step 2, the written grievance may be submitted to the appropriate Employer Representative. Within 10 working days after submission of the grievance, the Employer Representative, or his/her designee, shall provide a written response.

A grievance submitted by the Employer shall be submitted to the Union within 10 working days after the Employer becomes aware of the matter from which the grievance arises. Within 10 working days after submission of the grievance, the Union shall provide a written response.

If the grievance is not resolved, the Parties may proceed to the arbitration process described in Section 10.06. The party choosing to arbitrate shall give written notice to the other party setting forth the matter to be arbitrated. If said notice is not served within fifteen (15) days of the written

reply referred to in Section 11.05, it shall be deemed that the right to arbitrate has been waived. Failure to meet any of the time limits described in this Article absent written agreement by the parties shall constitute abandonment of the grievance.

Section 11.06 Arbitration.

- (A) Either the Union or the Employer may submit a request to the Federal Mediation and Conciliation Service (FMCS) for a list of seven arbitrators. Starting with the grieving party, the parties will take turns striking arbitrators from the list until one arbitrator is left. Any costs incurred in this process will be shared equally between the parties. The parties may also, by mutual agreement, select an arbitrator from any other appropriate source.
- (B) The arbitrator shall first determine the arbitrability of any grievance. The arbitrator shall make this determination prior to hearing evidence on the merits of the grievance.
- (C) An arbitrator's decision shall be based on the entire record of the case.
- (D) An arbitrator shall render the decision as quickly as possible after the close of the hearing or the filing of post hearing briefs, if submitted. The Arbitrator shall issue a written award that must be signed and dated. The Arbitrator shall issue this award in accordance with applicable law and based on the evidence presented by the parties. At the request of any party, made before the conclusion of the hearing, the Arbitrator shall include in the award findings of fact and conclusions of law supporting the record.
- (E) The Union and the Employer shall each pay one-half the cost of the Arbitrator's expenses as well as any expense associated with the hearing room. However, each party shall bear its own incidental costs, including but not limited to attorney's fees, travel, and expert witness fees. Costs of transcripts, if mutually agreed, shall be shared equally.
- (F) The decision of the arbitrator shall be final and binding on the parties. However, the arbitrator shall not have jurisdiction or authority to add to, subtract from, modify or in any way change the provisions of this Agreement. Furthermore, the Arbitrator shall not have the authority to issue a decision contrary to applicable law.

ARTICLE 12 - STRIKES AND LOCKOUTS

Section 12.01 The Union agrees that during the term of this Agreement and without regard to the alleged existence of any unfair labor practice or other justification;

- (A) There will be no strike, picketing, stoppage or slow down of work, walkouts, sit-down strikes, sympathy strikes, (hereinafter referred to as

“work stoppage”) by the employees covered by this Agreement or by the Union.

- (B) The Union will not directly or indirectly authorize, encourage or approve any refusal on the part of employees to proceed to a location or normal work assignment where no unusual physical hazard is involved in proceeding to such location.

The Union agrees that, in the event of any unauthorized work stoppage, it will cooperate with the Company in getting the employees to return to, and remain at, work and in securing the termination of any unauthorized work stoppage in violation of the provisions of this Article. The Union recognizes the right of the Company to take disciplinary action, including discharge, against any employee who engages in any unauthorized work stoppage in violation of the provisions of this Article.

Section 12.02 The Company agrees that during the term of this Agreement there will be no lock-out of employees covered by this Agreement.

Section 12.03 Any claim, action or suit by either party of a violation of this Article 12 may be brought in a court or agency of competent jurisdiction or through the grievance or arbitration provisions of this Agreement.

ARTICLE 13 – HEALTH AND SAFETY

The Employer considers Employee health and safety an important matter. All Employees must report immediately any work-related injury, no matter how slight, to his or her immediate supervisor. The Employer shall request that the House Recording Studio provide evacuation drill training to Employees. The Employer shall investigate any health or safety issue brought to its attention by the Employees and will suggest any necessary corrective action to the House Recording Studio. The Company shall also provide the Union with a description of the suggested corrective action of the health or safety issue.

ARTICLE 14 - NO DISCRIMINATION

There shall be no discrimination against any employee because of union membership or lawful union activities or because of race, creed, color, sex, religion, national origin, age, marital status, genetic information, sexual orientation, pregnancy, personal appearance (subject to the Employer’s business requirements or standards), family responsibilities, political affiliation, gender identity/expression, credit information, or disability.

ARTICLE 15 - EFFECT OF LAW

In the event that now, or hereafter, there is any State, District of Columbia, or Federal law or any directive, order, rule, or regulations made pursuant, thereto, which is in conflict with any provision or provisions of any agreement between the parties, the same shall supersede such provision or provisions and thereafter shall govern and control the relations and conduct of the parties so long

as such law, directive, order, rule, or regulations shall remain in force and effect. Furthermore, it is mutually agreed that within thirty (30) calendar days after such provision or provisions become unlawful, the parties shall meet to discuss a modification of such provision or provisions to comply with the law. In all other respects the provisions of this Agreement shall continue in full force and effect for the duration of this Agreement.

ARTICLE 16 - FAILURE OF RENEWAL OR EXTENSION

In the event the Company does not continue performance on the Contract for any reason, it shall be released from all obligations under this agreement. This provision shall not relieve the Company of its obligation to make payment of wages to employees for services already provided.

ARTICLE 17 - ENTIRE AGREEMENT

This Agreement expresses the complete understanding of the parties on the subject of wages, hours of labor, and conditions of employment. The Parties agree that no past practices or bargaining history exists between them and they do not intend to preserve within this Agreement any past practices or bargaining history that may have previously existed at the House Recording Studio.

This Agreement may be amended in writing by mutual agreement at any time.

ARTICLE 18 - GENERAL CONDITIONS

Section 18.01 Employee Orientations. A union representative shall be given an opportunity to meet with a new bargaining unit Employee for all matters related to union representation. Any such meeting will be conducted in a manner so as not to interfere with normal business operations. Employees eligible to be in the bargaining unit shall be informed by the union representative of the Union's exclusive recognition, and the Union's duty under law to represent the Employees.

All new bargaining unit Employees eligible for membership in the bargaining unit will be given a copy of this Agreement.

Section 18.02 Notices. For purposes of this Agreement, unless otherwise specified or agreed to, notices, demands and all other communications provided for in this Agreement, shall be in writing and delivered by overnight delivery and addressed as follows:

If to the Union: President
 NABET-CWA Local 31
 4483-B Forbes Blvd
 Lanham MD 20706

If to the Employer: Nick Tsahalis CEO
 Maslow Media Group
 PO Box 71
 Clarksburg, MD 20871

ARTICLE 19 -TERM AND DURATION

Section 19.01 This Agreement shall take effect as of the 1st day of August 2021 and shall remain in effect through July 31, 2024 and shall continue in effect from year to year thereafter, unless changed or terminated. Either party desiring to change or terminate this Agreement must notify the other in writing at least sixty (60) days prior. When notice to terminate is given, this Agreement shall terminate on July 31, 2024, or, if the Agreement is continued thereafter, on July 31 of the year in which the notice to terminate is properly given.

Section 19.02 This Agreement shall be subject to change or supplement at any time by mutual consent of the parties hereto. Any such change or supplement agreed upon shall be reduced to writing, and signed by the parties.

NATIONAL ASSOCIATION OF BROADCAST EMPLOYEES AND TECHNICIANS –
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Robert Williams
Robert Williams, Local 31 President

Date: March 24, 2022

APPROVED:

Charles Braico
Charles Braico, NABET-CWA President

Date: MARCH 24, 2022

MASLOW MEDIA GROUP

Nick Tsahalīs
Nick Tsahalīs, Chief Executive Officer

Date: March 24, 2022

EXHIBIT A

Affirmation of Non-Disclosure

This statement should be signed by employees whose positions are created by the Committee on House Administration under the House Employee Position Classification Act that have access to electronic communications services. This statement should also be signed by personnel contracted to provide electronic communication or consulting services with or to the House at large. This affirmation must be signed prior to commencement of work by such House or contractor employees. Copies of executed oath shall be retained by the employing authority as part of the records of the House.

I do solemnly swear (or affirm) that I will not disclose any information relating to private or privileged electronic/verbal/written communications received in the course of my service with or to the U.S. House of Representatives, except as authorized by the Committee on House Administration or its accordance with the Rules of the House of Representatives.

Contractor Personnel Name

Title

Signature

Date

Company Name: _____

Company Number: _____

Contractor Program Manager: _____

EXHIBIT B

CHECKOFF AUTHORIZATION
NABET-CWA LOCAL 31

NAME: _____ (print)

SOC. SEC. NO.: _____

I hereby authorize **MASLOW** to deduct once each payday from my wages a sum equal to one and two thirds percent (1 2/3%) of my total earnings for the previous bi-weekly period including all overtime and penalty payments on account of membership dues in NABET-CWA. I further authorize the company when notified in writing to do so by the Local Union in the area involved to deduct from my wages on account of Union Initiation Fee the sum of _____ dollars which shall be paid _____. The sums thus to be deducted are hereby assigned by me to NABET-CWA and are to be remitted by the company to the Union and the Local Union.

I submit this authorization and assignment with the understanding that it will be effective and irrevocable for a period of one (1) year from this date or up to the termination date of the current collective bargaining agreement between **MASLOW** and NABET-CWA, whichever occurs sooner.

This authorization and assignment shall continue in full force and effect for yearly periods beyond the irrevocable period set forth above and each subsequent yearly period shall be similarly irrevocable by me within (10) days prior to the expiration of any irrevocable period hereof. Such revocation shall be effected by written notice by registered mail to the company and the Union within such ten (10) day period.

SIGNATURE: _____ DATE: _____