

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
ALL CLASSICAL PORTLAND
AND
IBEW LOCAL 48

July 1, 2022 – June 30, 2025

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PREAMBLE

This Agreement is entered into by and between All Classical Portland (hereinafter referred to as the “Station” or “Employer”) and the International Brotherhood of Electrical Workers, Local 48 (hereinafter referred to as the “Union” or “Local 48”). Under this agreement, the Employer and the Union recognize their mutual obligation under the Act to meet at reasonable times and to confer in good faith with respect to wages, hours and other conditions of employment.

ARTICLE 1 – RECOGNITION AND BARGAINING UNIT

Pursuant to the Certification of Representative issued by the National Labor Relations Board on May 3, 2004, Case Number 36-RC-6244, the Employer recognizes the Union as the sole and exclusive bargaining representative for all full-time and regular part-time employees employed by the Employer at its facility located at 211 SE Caruthers, Suite 200, Portland, Oregon 97214; but excluding all sales/underwriting coordinator employees, independent contractor bookkeeping employees, volunteers, guards and supervisors as defined in the National Labor Relation Act (“Act”).

ARTICLE 2 – INDIVIDUAL RIGHTS

2.1 Discrimination. The Employer will provide equal employment opportunities to all persons regardless of race, color, religion, age or any other statues protected under applicable federal, state or local law unless it is a bona fide occupational requirement reasonably necessary to its operations.

ARTICLE 3 – UNION SECURITY AND DUES CHECKOFF OPTIONS

3.1 Union Security. All employees covered by this Agreement shall be required as a condition of employment to become and remain members of the Union in good standing on or after the 30th day for new hires following the commencement of their employment and the 30th day following the effective date of this Agreement, whichever is later. Tender of the periodic dues and initiation fees uniformly required as a condition of becoming and remaining a member of the Union shall be considered Union membership in good standing for purposes of this provision. Any employee who fails to tender such dues and fees shall be terminated by the Employer within forty-eight (48) hours after it receives written notice from the Union that the employee is in arrears.

3.2 Dues Payment Deductions. The Employer agrees to deduct the amount of Union dues and initiation fees as specified by the Union from the wages of all employees who have executed written authorization for the check off of Union dues and initiation fees in the form attached hereto as Appendix A.

3.3 Indemnification of the Employer. The Union agrees to indemnify and hold harmless the Employer, its directors, officers, agents and employees from and against any and all claims, demands, actions, lawsuits or other forms of liability, monetary (including reasonable attorney fees and costs) or otherwise (for example, claims for reinstatement or reemployment). Indemnification shall only apply in claims arising from the application and enforcement of Section 3.2 or in circumstances when the Employer terminates an employees in response to the Union's request under Section 3.1 or 3.2.

ARTICLE 4 – OTHER UNION RIGHTS

4.1 Union Representatives. The Union will notify the Employer in writing of its authorized shop stewards and Union Representative(s) (who shall be employees) and any representatives of Local 48 who may have contact with the bargaining unit or Employer representatives. Notification of any changes to be provided to the Employer in writing within ten (10) calendar days.

4.2 Access to Facility. An employee serving as a steward or other Union representative shall obtain advance permission from an individual designated by management to enter or remain in any area at any work location (other than the employee's own work location) not then open to the public when conducting an investigation or other official Union business, but access must be limited to normal Station working hours and not to disrupt those working.

4.3 Compensation for Time on Union Business. Except what may be otherwise agreed, nothing in this Article shall be interpreted to require the Employer to compensate any employee for time spent on Union business, other than those rights for a Steward as allowed under the law, and such time whether paid or unpaid shall not be counted as time worked for overtime purposes.

4.4 Union Bulletin Board. The Employer will provide one (1) bulletin board or wall space at a location where bargaining unit employees are regularly scheduled to work where the Union may post Union communications. Notices will reflect the Union's authorization for the posting and it shall be sufficient if the posting appears on Union letterhead, identifies by signature or title the Union steward, representative or official responsible for the posting, or includes similar indicia or authorization. The Union shall keep the designated area neat and orderly.

ARTICLE 5 – MANAGEMENT RIGHTS

5.1 Management Rights. Except as clearly limited by specific provisions of this Agreement, the Employer shall have all rights associated with managing its business operations and workforce. Without limitation but by way of illustration, among management rights which are exclusively reserved to the Employer are rights to:

- a. Establish qualifications for employment and to hire employees from any source;
- b. Determine and manage the standards, levels and priorities of the services offered to the public;
- c. Determine supervisory reporting relationships and the need for any reduction or increase in the workforce or hours of work whether a vacancy exists and the scope and content of each job;
- d. Maintain the efficiency of operations;
- e. Make decisions connected with but not limited to closures, partial closures, locations, relocations and/or reorganizations of operations and/or facilities related to the Station;
- f. Establish and modify standards for quality and quantity of work and related aspects of employment and operations;
- g. Manage and direct the workforce, including the right to determine the hours of operation and work; scheduling; the right to determine the methods, processes and manner of performing work; fitness for duty; the right to supervise employees; the right to transfer or assign employees; and the right to dispose of, sell, purchase and/or assign equipment and supplies.

5.2 Employer Safety Policies and Work Rules.

a. The Employer may from time to time establish, change and/or withdraw work and safety policies and rules not otherwise limited by specific provisions of this Agreement as it deems appropriate.

b. Safety policies and work rules adopted or changed shall not be arbitrary, unreasonable, discriminatory or inconsistent with any specific provision of this Agreement. The Employer will provide the Union with copies of such policies or rules (or any changes) at least fourteen (14) calendar days prior to implementation unless earlier implementation is mandated by federal, state or local laws, ordinances or regulations.

c. The Union shall have the right to challenge such proposed policies and rules through the grievance procedure on the basis of whether they are arbitrary, unreasonable, discriminatory or inconsistent with existing provisions of the Agreement. Such a grievance must be filed no later than fourteen (14) calendar days after the implementation date of those rules and regulations or subsequent changes.

d. Due to incidents of a serious nature in summer and fall 2017 and September 2020, with the safety of All Classical Portland and its employees in mind; and protection from ANY financial impropriety and prevention of ANY misuse of public funds; and protection of company assets, the Employer installed 9 small cameras in the following locations:

- Finance desk
- Observatory

- Back Entrance (outside the supply room)
- Money cabinet of Communications and Operations Manager’s office (check drawer), Extends to the main entrance and to the corner of the Observatory entrance
- Front landing that overlooks both entrances to All Classical Portland from the main stairwell
- TOC
- ROD
- Back Hallway (camera is in middle of back hallway by subtenant offices and captures both directions of back hallway and down the center hallway to the rear main stairwell door)
- Host Village (camera is outside supply/mail room, captures host village down to the café)

Employer did not install security cameras for disciplinary action, but rather for safety. Approximately 100 public visitors are in the building each week. We must ensure safety of employees and equipment at all times. These cameras are not monitored regularly and only used to investigate a reported incident or activity in non-business hours that is irregular in nature. Access is provided to only the COO and CEO and the video/audio data history is stored for 30 days in the Cloud.

Although these cameras were not installed for disciplinary action the Employer reserves the right to discipline an Employee if involved in a reported incident, documented on security camera.

5.3 The Use of Nonbargaining Unit Employees. Nothing in this Agreement will prohibit any employee excluded from the bargaining unit under Article 1, including managerial employees, supervisors and confidential employees as well as members of the Board of Directors or volunteers, from doing nonbargaining unit work. If for some reason the Employer desires to assign or transfer (subcontract, etc.) work or services that might be otherwise covered by this Agreement, the Employer will give the Union at least thirty (30) calendar days’ advance notice regarding its intentions. Upon the Union’s request the parties will meet to discuss and bargain about these transfers and do so within fifteen (15) calendar days after the Union’s receipt of notification.

ARTICLE 6 – JOB TITLES

Job titles of those working in the bargaining unit are set forth in Appendix A.

ARTICLE 7 – DISCIPLINE AND DISCHARGE

7.1 Probationary Period. All employees (other than temporary employees) are subject to a probationary period which shall cover a period of 120 days. For temporary employees whose employment transitions to a permanent position in the same exact role and with the same job duties previously performed in the temporary role, the time served in the temporary role shall count toward the 120 days of the Probationary Period. For purposes of the Agreement, probationary employees may resign or be terminated without cause or notice and without access to the grievance procedure.

7.2 Discipline and Discharge. No regular employee will be disciplined or discharged except for cause. Discipline shall be defined to include verbal reprimand (which will be confirmed in writing and not placed in the employee's personnel file), written reprimand, suspension with or without pay, probation (which may be imposed for up to ninety (90) days depending upon the problem), demotion, and/or termination within this framework of cause. The type or level of discipline used will reflect the severity of the conduct or behavior and may take into account the employee's overall length of service and prior disciplinary records. Examples of workplace-related conduct or behavior which will provide cause for discharge for a first offense include, but are not limited to, the following:

1. Theft;
2. Unprovoked physical attacks (such as fighting) or stalking;
3. Any violation of the Employer's drug and alcohol policy involving illegal drugs;
4. Severe incidents of unlawful discrimination or harassment;
5. Possessing firearms or other weapons, ammunition, explosives, fireworks or knives (other than pocket knives) on the job or with the Employer's facilities;
6. Felonies;
7. Knowingly and willfully violating Federal or State laws that may subject the Employer to fines, penalties or other sanctions.

The Employer may take whatever disciplinary action it deems appropriate for the violations above, including discharge.

ARTICLE 8 SENIORITY

8.1 Seniority Date. Except as otherwise provided, upon successful completion of the probationary period established in Article 7, the employee's most recent date of hire shall become the seniority date. Seniority will be considered by the process of a drawn lot if two (2) or more employees were employed on the same date. For employees hired prior to December 16, 2003, the seniority date shall be the original date they were hired to work at KBPS by the Portland Public School District.

8.2 Loss of Seniority. Except as otherwise required by law, seniority and employment will be lost by any of the following:

- a. Any resignation from employment, including position abandonment;
- b. Any termination of probationary employees, and any termination of regular employee for cause;
- c. Absence from work for more than cumulative total of six (6) months in any twelve (12) month period due to absenteeism, regardless of the reason or cause, including illness, injury or layoff, except in the case of an on-the-job injury of any single long-term illness;
- d. Failure to report for work on the first workday following the end of an approved leave of absence unless the employee has earlier received written approval for an adjusted return date;
- e. Failure to return to work on the date specified in any recall from layoff.

8.3 Layoff. Layoff will be by classification and based on that person's length of service within that classification.

ARTICLE 9 – GRIEVANCE PROCEDURE

9.1 Grievance Defined. A grievance is defined as any and all disputes which arise during the term of this Agreement concerning the scope, interpretation or application of its provisions.

9.2 Time Limits. The time limits set forth in the grievance procedure may only be extended by mutual agreement of the Union and the Employer and shall be confirmed in writing by the parties. Failure to file or appeal a grievance within the time limits (or any extension mutually agreed to in writing in advance) will constitute a waiver of all rights to relief by the Union and all employees subject to this Agreement. Any grievance from which no appeal is taken within the time limits specified herein shall be deemed withdrawn and shall not thereafter be subject to the grievance procedure.

9.3 Union Representation. A Union representative designated in Article 4, or an authorized representative of Local 48, may be present at any step of this procedure (unless the individual is serving as a member or witness).

9.4 Informal Problem-Solving Process. Employer and Union are committed to open and harmonious relations in the workplace and recognize that grievances should always receive prompt attention. Employer and Union therefore encourage employees to promptly attempt to resolve possible grievances with the immediate supervisor prior to using the formal procedures established in Section 9.5. An employees who is unable to resolve a grievance in this informal manner or is uncomfortable presenting the grievance to the immediate supervisor may use the formal procedures established in Section 9.5 provided that the employee does so within Step 1's fourteen (14) calendar day time limit.

9.5 Grievance Procedure. This shall be the exclusive formal procedure and remedy involving any alleged violation of this Agreement, except for matters subject to Article 5.

Except as otherwise provided in this Agreement, all grievances filed after the effective date of this Agreement involving the alleged violations occurring during its term will be submitted according to the following procedures and time limits:

Step 1. Station Manager

All grievances must be presented in writing to the Station Manager or designee within fourteen (14) calendar days from the date on which the employee or Union were aware or should have been aware that the grievance existed.

The grievance shall be submitted on a form furnished by the Union and shall clearly state the facts, the identity of the allegedly aggrieved employee(s), the specific provisions of the Agreement alleged to have been violated, and the requested remedy.

The Station Manager or their designee will provide the Union with a written response no later than fourteen (14) calendar days after the Station Manager or their designee receives the written grievance. If the Employer does not provide a timely written response to the grievance, the grievance moves to Step 2.

Step 2. Board of Directors

If the grievance is not resolved at Step 1, the Union may refer the grievance in writing to a Board Committee of three (3) members as designated by the Employer by making a written request within fourteen (14) calendar days after receiving the Employer's Step 1 response. The grievance shall be discussed by the Board of Directors or designee and a shop steward or Union representative within fourteen (14) calendar days of its submission, and the Board Committee or designee shall issue a written response within fourteen (14) calendar days following the meeting. If the Employer does not provide a timely written response to the grievance, the grievance moves to Step 3.

Step 3. Arbitration

If the grievance is not settled on the basis of the foregoing procedures, and if the grievant and the Union have complied with the specific time limitations and procedures herein, the Union may submit the issue to arbitration. To do so, the Union must submit a written request for a panel of seven (7) members of the national Academy of Arbitrators with their principal place of residence in Washington or Oregon to the Federal Mediation and Conciliation Service, with a copy to the Station Manager, within fourteen (14) calendar days following the receipt of the Step 2 response. The parties shall equally share the cost of the FM&CS list.

Employer and the Union may attempt to agree on a neutral arbitrator in lieu of using the FM&CS list, and with mutual agreement may submit multiple grievances to the same arbitrator. Within fourteen (14) calendar days of receiving the list, the moving party will contact the other party to select the arbitrator. The parties will

alternately strike names from the list, with the moving party striking the first name, until one name remains and they shall serve as the arbitrator. Either party may require that all official records of the proceedings be prepared by a professional reporter and that a copy be provided to the arbitrator.

The decision of the arbitrator shall be final and binding on the parties, and on all employees subject to this Agreement, but the arbitrator will confine the decision to the interpretation and application of the specific provisions of this Agreement which have been placed in issue by the parties, and will have no authority to enlarge, diminish, alter, amend, or in any way modify the terms of this Agreement. The arbitrator shall have no authority to award, directly or indirectly, any financial or monetary remedy of any kind or nature for amount of time covered by any extension of time granted to the Union under Section 9.2 or by any delay in scheduling an arbitration hearing caused by the Union, including due to the unavailability of its advocate, representative(s) and/or counsel.

Each party will bear its own costs and expenses in any such arbitration proceeding. The parties will split the cost of the arbitrator's and any separate arbitration fees (for example, the arbitrator's out-of-pocket or per diem charges). The party requiring an official records of the proceedings will pay the full cost of all reporting and transcript fees unless the other party requests a copy or the right of inspection or use, in which event the full cost (including the cost of providing the arbitrator with the official record) shall be equally divided between the parties.

9.6 Mediation. The parties may agree to use the mediation process in an attempt to resolve the grievance. Both parties must mutually agree to use mediation, jointly select the person to serve as mediator, and must equally share the expense. Neither party may require that any grievance be sent to mediation. Mediation shall not be considered a step in the grievance procedure. An agreement to use mediation shall suspend the time limits governing the remaining steps of the Grievance Procedure. Should the grievance subsequently be pursued to arbitration, the Employer shall not be liable for any potential back pay liability for that period of time when the parties agreed to mediate until the parties terminate the mediation efforts.

9.7 Expiration of This Agreement. Steps 1 and 2 of this grievance procedure shall continue in effect even after the expiration date of this Agreement, but no grievance arising after expiration may be referred to Step 3 which is not based upon rights accrued during the life of the Agreement or unless mutually agreed by the parties. Nothing in this provision will prevent either party from attempting to change Steps 1 and/or 2 in negotiations for a successor agreement nor prevent Employer from implementing or Union from taking economic action in connection with any such proposal.

9.8 Settlements. Settlement of any grievance through the Informal Problem Solving Process will be final and binding on Employer, Union and the affected employees. However, such settlements will not be precedential as to any of the issues involved in the grievance, and cannot be used to establish a past practice or interpretation of the relevant

contract provisions in any other grievance. Except as otherwise agreed by Employer and Union, settlement of any grievance at Step 1 or 2 will be final, binding and precedential.

9.9 ERISA Benefits Plans. All disputes, complaints and questions, and any other issues arising out of or in any way connected with any ERISA benefit plan established under this Agreement, shall be exclusively resolved in accordance with the underlying plan procedures and ERISA, and shall not be subject to this Article.

ARTICLE 10 – STRIKES AND LOCKOUTS

10.1 No-Strike Commitment. During the term of this Agreement, the Union and its agents, representatives and officers, and all employees who are covered by this Agreement, as individuals and as a group, will not authorize, cause, assist, participate, acquiesce in, or encourage any strike, work stoppage, sympathy strike, sick out, slowdown, picketing, or any similar disruption or restriction of work against the Station.

10.2 “Struck” Work. Individual members of the bargaining unit will not be required to do any work which otherwise would have been performed by a non-Station’s employee who is on strike as a result of a labor dispute with their employer. No bargaining unit employee who voluntarily elects to do such work shall be subject to any form of censure, discipline or retaliation by the Union or co-workers, nor shall individual members of the bargaining unit in any way interfere with such employees (or non-unit employees) performing such work.

10.3 No Lockouts. During the term of this Agreement, Employer will not cause or engage in any lockout of its employees.

10.4 Appropriate Corrective Action. Any employee engaging in any activity in violation of Section 10.1 or 10.2 shall be subject to immediate disciplinary action, including discharge, and the only issue reviewable through the grievance procedure will be whether the employee in fact violated its provisions.

10.5 No Waiver. Nothing in this Article shall be interpreted to preclude Union or Employer recourse to any other available judicial or administrative remedies.

ARTICLE 11 – WAGES AND OTHER COMPENSATION

Wages are set forth with the job classification in Appendix A.

ARTICLE 12 – ECONOMIC BENEFITS

Except as provided otherwise in the Agreement, the Employer will continue to observe the following policies which are more fully described in its Employee Handbook dated 2020.

- A. Retirement and 401(k) Savings Plan.
- B. Vacations.

- C. Holidays: New Year’s Day, MLK Day, President’s Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day + 1 day, Christmas Eve & Day
- D. On air host would have a choice of receiving the current 2.5 rate of pay for the 4.5 hour shift worked on a holiday or 1.5 the rate of pay for the 4.5 hour shift and a full day off with normal pay.
- E. Health Care
 - a. It is hereby agreed that for the fiscal year 2022-2023:
 - i. All Classical Portland will pay 100% of costs for employee and dependants’ health care coverage through the Regence BlueCross BlueShield Silver Plan, with the option for employees to upgrade to the Gold Plan. If an employee opts for the Gold upgrade, the difference of premium shall be paid by the employee.
 - ii. Dental, Vision and Employee Assistance Program will also be covered 100% by the station.
 - iii. All Classical Portland will pay for a One Medical membership for all eligible Unit employees.
 - iv. An HRA will be provided to reimburse eligible Unit Members up to \$3,000 per year per unit member (or \$6,000 max per family) of amounts paid towards the Regence medical deductible in accordance with the terms of the HRA plan.
 - v. All Classical Portland will contribute \$500 per eligible Unit Member toward their employee FSA account.
 - b. Health Care benefits are subject to annual bargaining in accordance with Article 15.2 of this Agreement.
- F. Bonuses: All Classical Portland agrees to equally share bonuses amongst the bargaining unit members. All Classical Portland reserves the right to provide a cash award or equivalent to the Employee(s) of the Year annually.

ARTICLE 13 – GENERAL PROVISIONS

13.1 (a) Personnel Files. Each employee shall have the right upon request to review the contents of their own personnel file in accordance with state law. Only one official personnel file shall be maintained by the Employer for each employee. Representatives of the Union may at the employee’s request accompany him/her in this review. Employee may request that letters of warning and reprimand (excluding evaluations or more serious discipline actions) be removed from their file after two (2) years provided that no subsequent such letters or reprimand for the same issue have been made into that file. The Employer will provide the

employee with a copy of any materials placed in their file that pertain to discipline. An employee may respond in writing within thirty (30) days to any material placed in the personnel file and the response shall become part of the personnel file.

13.1 (b) Employee Reviews. Two-way feedback reviews between employees and their supervisor will occur in January. An annual Performance for Growth (P-for-G) session will be scheduled for employees and their supervisor to occur in May. No less than ninety (90) days prior to employee feedback and P-for-G meetings, the Company shall share the evaluation forms and any other pertinent documentation with the bargaining unit members to ensure awareness of the meeting criteria.

13.2 Hours.

- a. Eight (8) hours shall constitute a normal workday.
- b. The scheduled workweek for employees will be a period of five (5) days consecutive during the normal workweek of seven (7) days as determined by the Employer.
- c. The term workweek shall not be construed as a guarantee to provide same. The Employer may institute a workweek which includes four (4) ten-hour days.
- d. When scheduling four ten-hour workweeks, such scheduling shall be done no less than 72 hours prior to the beginning of the workweek.
- e. The Employer shall be entitled to schedule employees on the basis of flex time as permitted by law and as agreed by the employee.

13.3 Lunch and Rest Periods. Each employee working more than four (4) hours per day shall be entitled to a minimum of one-half (1/2) hour duty-free lunch period without pay. Employees shall receive a 15-minute rest period during each four (4) hours of work not to exceed two (2) such breaks during the regular eight (8) hour day, whichever is practicable.

13.4 Overtime and Callback.

- a. Overtime shall be work performed by an employee which is scheduled by the Station prior to the completion of or beginning of the employee's shift and is in excess of forty (40) hours in one week. Overtime after forty (40) hours shall be compensated at time and one-half (1-1/2) of the employee's hourly rate.
- b. It shall not constitute a callback if an employee is requested to return to the workplace due to an error by the employee in their employment assignment or for an emergency.
- c. As used herein, the term "emergency" shall mean a national, state, or local emergency, a disaster, a broadcast urgently needed in the public interest as distinguished from routine special events broadcasts.
- d. When overtime is requested by an employee to complete essential tasks, the Employer will respond to the request within twenty-four (24) hours of the request.

13.5 Overtime on Holidays. An employee who works on a paid holiday shall receive holiday pay plus their overtime rate for hours worked.

13.6 The Employer agrees to consider scheduling a part-time employee for an eight (8) hour shift on Saturday and Sunday for on-air shift coverage if in the judgment of the Station Manager the part-time employees should do the work and the part-time employee is available for such shift.

13.7 (a) Employer agrees to schedule regular All Staff monthly meetings on a consistent day and time. Employer reserves the right to host impromptu All Staff meetings when necessary. Employer requires each employee to regularly check in with their supervisor. Employees are responsible for learning what was missed in staff meetings (if employee was not in attendance).

13.7 (b) Employer will provide a timely regular email to all bargaining unit members conveying pertinent information as needed.

ARTICLE 14 – SEVERENCE

In the event that any provision of this Agreement is found to violate federal, state or city law/regulation, such provision shall immediately be considered null and void and the remaining provisions of this contract will stay in force. If a clause is found unlawful, the parties may agree to bargain to secure legal compliance with the clause found unlawful, if appropriate.

ARTICLE 15 – DURATION

15.1 Duration of Agreement. This agreement shall be in full force and effect from the day it is signed by both parties. The contract will expire June 30, 2025. It will remain in effect from year to year unless either party gives written notice to the other of a desire to modify or terminate the Agreement at least sixty (60) but not more than ninety (90) calendar days prior to the expiration date. The parties shall then meet and negotiate at mutually acceptable times and places within the ninety (90) day period immediately preceding the termination of this Agreement, or earlier by mutual agreement.

15.2 Good Faith. For purposes of this Agreement, both parties agree to meet again in mid-March of every year to negotiate wages and health care benefits. It is agreed both sides will bargain in good faith and try to come to an agreement no later than May 30 of every year. The remaining terms of this Agreement will remain in effect for the term of this Agreement and are not subject to annual bargaining.

APPENDIX A – SALARY SCHEDULE FOR ALL CLASSICAL PORTLAND EMPLOYEES

Effective July 1, 2022

<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Senior Announcer	\$ 41.60/hr	\$ 48.93/hr
Full Time Radio Hosts	\$ 27.88/hr	\$ 32.79/hr
Full Time Radio Host & Communications/Technical Liaison	\$ 29.62/hr	\$ 34.84/hr
Director of Radio Operations	\$ 27.88/hr	\$ 32.79/hr
Marketing Manager	\$ 21.46/hr	\$ 25.24/hr
Part Time Radio Hosts	\$ 27.36/hr	\$ 32.18/hr
Asst Broadcast Engineer & Audio Engineer	\$ 21.31/hr	\$ 25.07/hr
Volunteer Coordinator	\$ 16.24/hr	\$ 19.10/hr
Development Associate & Grants Manager	\$ 19.31/hr	\$ 22.71/hr
ICAN Production Assistant	\$ 19.31/hr	\$ 22.71/hr
Music Researcher & Digital Producer	\$ 19.31/hr	\$ 22.71/hr
Web Developer (Exempt Salary Position)	\$ 55,167.21/yr	\$ 64,902.60/yr
ICAN Program Director (Exempt Salary Position)	\$ 64,361.01/yr	\$ 75,718.84/yr

Note 1: New hires with at least five years of demonstrated professional experience in a similar role for which they are hired will start at the maximum rate. New hires with between zero and one year of demonstrated professional experience in a similar role for which they are hired will start at the minimum rate. For each year of demonstrated professional experience in a similar role between two and four years, starting salary shall increase by 4.405%.

Note 2: Any employee reassigned to another classification shall not result in a reduction of that employee's hourly rate.

Note 3: Development Associate & Grants Manager and Marketing Manager are pre-approved for two hours per month of weekend on-call overtime (to be scheduled in advance.)

This tentative Agreement is hereby approved subject to ratification by the Union membership and the Board of Directors of All Classical Public Media Inc.

DocuSigned by:
Garth Bachman
9D4C097F7FE049C...
Garth Bachman
Business Manager/Financial Secretary

DocuSigned by:
Suzanne Nance
720EF83C0713403...
SUZANNE NANCE
President and CEO

For the Union

Date: October 18, 2022 | 8:17 AM PDT

For the Employer

Date: October 27, 2022 | 3:38 PM PDT

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
January 10, 2023
Kenneth Cooper,
International President
This approval does not make the
International a party to this agreement.