

DECEMBER 2024
EXTENSION AGREEMENT

THIS AGREEMENT dated December 19, 2024, is by and between Open Society Institute (“Employer,” “OSI,” or “OSF”) and Communications Workers of America, on behalf of itself and its Local 1180 (herein “Union” or “CWA”) (collectively “the Parties”).

WHEREAS, the Parties’ Collective Bargaining Agreements (the “CBA”) were previously set to expire on December 31, 2020 and had been previously extended to December 31, 2024;

WHEREAS, the Parties feel that it is in their mutual interest to further extend the CBA and to address certain modifications in terms and conditions of employment; and

IT IS HEREBY AGREED AS FOLLOWS:

1. Duration: The CBA shall be extended through and until January 31, 2025. On and after January 31, 2025 (if no agreement has been reached at that time), the CBA shall continue to extend on a monthly basis, unless either party gives written notice to the other before the end of the applicable month that it wishes to terminate the extension. After such notice is provided by either party, the extension shall terminate on the last calendar day of the applicable month, or five (5) business days after the notice, whichever comes later.
2. Compensation:
 - a. Salary Increase: There will be a 4.0% General Wage Increase and an additional 1.0% Increase in lieu of merit bonus for a total of 5.0% for bargaining unit members effective December 28, 2024. There will be no further across-the-board salary increases for 2025 negotiated by the Parties as part of the current contract negotiations.
 - b. The Parties agree to the discontinuation of the merit bonus program outlined in Article 20, Section 2.C of the CBA.
3. Senior Designation: The Parties agree there will be no new applications or designations under the Senior Designation Policy during current contract negotiations. As part of the contract negotiation, the Parties will negotiate the possible discontinuation, continuation, modification or expansion of the Senior Designation Policy.

OPEN SOCIETY INSTITUTE

Binaifer Nowrojee

Binaifer Nowrojee
President

Date: December 19, _____, 2024

COMMUNICATIONS WORKERS OF AMERICA

Luis M. Benitez-Burgos

Luis M. Benitez-Burgos
CWA Representative

Date: December 19, _____, 2024