



Minnesota Newspaper & Communications Guild

TNG-CWA Local 37002

Established 1933

Contract Extension Agreement Between Saint Paul Federation of Educators and MN Newspaper & Communications Guild, TNG-CWA 37002.

This affirms our agreement to extend the collective bargaining agreement (CBA) between the Saint Paul Federation of Educators, Local 28 (the Employer, SPFE) and MN Newspaper & Communications Guild, TNG-CWA Local 37002 (the Guild) for one year. The contract will be extended as is effective September 1, 2024 through August 31, 2025, with the following modifications:

1. Retroactive to September 1, 2024, all bargaining unit employees will receive a three percent (3%) salary increase instead of the two percent (2%) cost of living adjustment specified in the current CBA (see updated salary grids below)
2. In recognition of Nicolas (Nick) Niles' previous involvement with SPFE through Nick's employment with the National Education Association (NEA), the Parties agreed to reduce Nick's probationary period to six (6) months from date of hire. The Parties agree that Nick's probationary period reduction is non-precedential.
3. The expiration date of the CBA will be extended to August 31, 2025.

Agreed to on September 27, 2024, by:

Employer

Guild

Leah VanDassor (Oct 1, 2024 15:42 CDT)

Leah VanDassor, President of SPFE Local 28

Caitlin Reid (Sep 27, 2024 15:31 CDT)

Caitlin Reid, Guild Member

Candace Lund (Sep 27, 2024 15:29 CDT)

Candace Lund, Executive Officer

ORGANIZER SALARY SCHEDULE			
2022-2023		2023-2024	
Step	Salary	Step	Salary
1	\$ 87,358.92	1	\$ 89,106.10
2	\$ 88,123.92	2	\$ 89,886.40
3	\$ 88,888.92	3	\$ 90,666.70
4	\$ 90,418.92	4	\$ 92,227.30
5	\$ 91,948.92	5	\$ 93,787.90
6	\$ 93,478.92	6	\$ 95,348.50
7	\$ 95,008.92	7	\$ 96,909.10
2024-2025		2025-2026	
Step	Salary	Step	Salary
1	\$ 91,779.28	1	\$ 93,614.87
2	\$ 92,582.99	2	\$ 94,434.65
3	\$ 93,386.70	3	\$ 95,254.44
4	\$ 94,994.12	4	\$ 96,894.00
5	\$ 96,601.54	5	\$ 98,533.57
6	\$ 98,208.96	6	\$ 100,173.13
7	\$ 99,816.37	7	\$ 101,812.70

POLITICAL ORGANIZER SALARY SCHEDULE			
2022-2023		2023-2024	
Step	Salary	Step	Salary
1	\$ 58,515.42	1	\$ 59,685.73
2	\$ 59,685.74	2	\$ 60,879.45
3	\$ 60,879.67	3	\$ 62,097.26
4	\$ 62,097.24	4	\$ 63,339.19
5	\$ 63,338.45	5	\$ 64,605.22
6	\$ 64,605.54	6	\$ 65,897.65
7	\$ 65,897.38	7	\$ 67,215.32
2024-2025		2025-2026	
Step	Salary	Step	Salary
1	\$ 61,476.30	1	\$ 62,705.83
2	\$ 62,705.83	2	\$ 63,959.95
3	\$ 63,960.18	3	\$ 65,239.38
4	\$ 65,239.37	4	\$ 66,544.15
5	\$ 66,543.38	5	\$ 67,874.24
6	\$ 67,874.58	6	\$ 69,232.07
7	\$ 69,231.78	7	\$ 70,616.42

LEAD ORGANIZER SALARY SCHEDULE			
2022-2023		2023-2024	
Step	Salary	Step	Salary
1	\$ 96,900.00	1	\$ 98,838.00
2	\$ 97,869.00	2	\$ 99,826.38
3	\$ 98,848.20	3	\$ 100,825.16
4	\$ 99,854.94	4	\$ 101,852.04
5	\$ 100,834.14	5	\$ 102,850.82
6	\$ 101,842.92	6	\$ 103,879.78
7	\$ 102,860.88	7	\$ 104,918.10
2024-2025		2025-2026	
Step	Salary	Step	Salary
1	\$ 101,803.14	1	\$ 103,839.20
2	\$ 102,821.17	2	\$ 104,877.59
3	\$ 103,849.91	3	\$ 105,926.91
4	\$ 104,907.60	4	\$ 107,005.75
5	\$ 105,936.34	5	\$ 108,055.07
6	\$ 106,996.17	6	\$ 109,136.10
7	\$ 108,065.64	7	\$ 110,226.96