

Stipulation of Agreement made and entered this 28<sup>th</sup> day of November, 2004 by and between The New Press and Local 2110, UAW-AFL-CIO.

*MR*

1. The collective bargaining agreement between the parties is renewed in all its terms and conditions for a period of three years up to and including September 30, 2007, except as modified and amended as per the attached Exhibit "A".
2. This agreement is subject to ratification by the union membership and approval by The New Press Board of Directors.

Agreed by:

*Harry Colman Sr*  
The New Press

*[Signature]*  
Local 2110 UAW  
*[Signature]*  
*[Signature]*  
*[Signature]*  
*[Signature]*

## EXHIBIT A

Stip Ref	Item #	Item	Tentative Agreement 11.29
7/p 3	2	Non Discrimination	Add age.
4/p 3	3	Union Activity	The Publisher shall continue its present practice of exercising its discretion in considering granting union requests for meetings during work time.
8/p 3	4	Affirmative Action	Remove from stip the following wording:  "In this connection, it shall meet regularly with the Union members of the Joint Union-Management Committee for the purpose of setting goals if necessary, reviewing and consulting over the Press's efforts in these areas"  and replace with  "The Press shall continue to work with the Affirmative Action Committee to improve upon the current representation of racial minorities and women in all categories."
11 /p 4	5	Discipline and Discharge	Add to current language: The employer shall meet and confer with probationary employees at the 30 and 60 day intervals to inform them of their progress and areas, if any, that need improvement.
14/ p5	8	Temporary Employees	Full-time temps will receive (in addition to health benefits after 90 days) vacation and sick day benefits after one year.
14/ p5	10	Temporary Employees	Will notify temporary employee of end date, where practicable.
17a/p 6	12	Hours of Work and Overtime	1:1.5 time comp time after 40 hours (excluding conferences). Only non-exempt employees eligible. All overtime must have prior approval of immediate supervisor through use of the overtime alert form.
19/p 6	15	Job Descriptions/Hiring, Promotions	Regarding job openings within the bargaining unit, The Publisher shall endeavor to promote and foster employee career development, and is committed to promoting from within whenever possible and appropriate.
19/p 6		Job Descriptions/Hiring, Promotions	Remove clause 19A (5-day waiting period) and replace with the following wording:  "Internal and external job postings will be posted simultaneously. No outside candidate will be interviewed until all internal applicants are interviewed."
21/p7	19	Severance	Severance to be at 1.5 weeks' pay per each year of service, up to maximum of 15 weeks.
22/p7	25	Training and Professional Development	There shall be a joint committee formed to establish a mentoring program.
23/p7	26	Sick Leave and Disability	Number of sick days to go to 7. Definition of sick to include family care. The Publisher will continue to be generous regarding individual needs and circumstances.
25/p7	27	Vacation	Rollover into Q1 with prior approval before 12/31 of immediate supervisor.
	28	Summer hours	For purposes of absences, each employee is allowed to count up to 4 summer Fridays absences as half-day absences, provided that there's coverage in department and with supervisor's prior approval