

MEMORANDUM OF AGREEMENT

Memorandum of Agreement made and entered this 29<sup>th</sup> day of November 2011, by and between The New Press and Local 2110 UAW.

1. Term:

The Collective Bargaining Agreement made on October 15, 2007 and subsequently extended through October 31, 2011, shall be extended for a three-year term, from November 1, 2011 through October 31, 2014, in all its terms and conditions, except as amended below.

2. Pension:

The New Press shall resume its contribution of 5% of the employee's gross salary toward its defined contribution plan, effective November 1, 2011.

3. Wages and Minimums:

The Press shall provide annual wage increases as follows:

\$1,076 per person effective November 1, 2011  
\$1,615 per person effective November 1, 2012  
\$1,615 per person effective November 1, 2013

Employees hired less than six (6) months prior to the annual wage increase shall receive their increase on a prorated basis.

The minimums in the 2007 Collective Bargaining Agreement remain in effect.

4. Bonuses

One time bonuses totaling \$24,500 to be paid out by December 31<sup>st</sup> as follows:

M. Botton	\$4,000
A. Cox	500
S. Fan	5,000
F. Forte	7,000
C. Johnson	2,500
S. Klein	4,000
D. Lee	500
J. McCarroll	1,000

5. Health Care:

The following language will replace the language in paragraph 33 of the 2007 Collective Bargaining Agreement:

The Press shall pay up to \$22,500 annually for the purpose of providing coverage for the partners, spouses, and children of members of the bargaining unit. Any additional amounts for family/spouse/child-related premiums for the unit shall be covered by unit employee contributions, with the exact contribution determined by the Union. Any additional increases in costs each year due to a change in demographics or health care costs above the \$22,500 shall be covered by staff contributions. Employees may not seek coverage for partners or spouses who have health care coverage through their respective employers.

6. Grievance:

Local 2110 shall withdraw its grievance over the status of non-union member Tara Grove.

This agreement is subject to ratification by the unit and adoption by the Board of Directors.

For The New Press

  


11-29-11

For Local 2110, UAW

  
  
  
