

This agreement made and entered this 30th day of June, 2002 by and between Village Voice Media, Inc. and Local 2110, UAW.

1. The collective bargaining agreement between the parties is hereby extended for a term of three years from July 1, 2002, up to and including June 30, 2005, in all its terms and conditions except as modified and amended as set forth below.
2. Article 8(C) shall be amended to provide that full time employees who are having their hours reduced by at least 20% shall receive three weeks notice of such reduction.
3. Article 11(B) shall be amended to read as follows: "The Publisher shall provide those departments that have two fifteen (15) minute breaks per seven (7) hour shift an additional fifteen minute paid break for employees scheduled to work at least nine (9) hours."
4. Article 11 (F) shall be modified to provide that full time employees who cash their paychecks shall be allowed an extra fifteen (15) minutes off on payday for check cashing purposes.
5. Article 14(F) shall be amended to provide up to eight (8) weeks salary differential during pregnancy disability leave.
6. Article 28 (E) is amended to provide that the Publisher will share the inspection reports with the Union within ten (10) business days of receipt.
7. Article 28 (F) is amended to add that "employees suffering from documented, repetitive stress injuries" shall be able to transfer to any vacant position where qualified, with no loss of seniority.
8. Article 21 (the 401K plan) shall be amended to provide that:
 - A. Effective July 1, 2002, the Publisher shall contribute 3% of the employee's W-2 earnings towards the Plan.
 - B. In addition to the contribution set forth above, the Publisher shall match half of each employee's contribution to a maximum of four (4) percent for an employee's contribution of eight (8) percent of his/her W-2 earnings.
 - C. The Plan vesting shall be from the second to the sixth year.
9. Pieces assigned for web only appearance on the Voice website shall be compensated by a minimum per word rate of forty (40) cents per word.
10. BUF photographer minimum rates shall be as follows:
 - ¼ page \$100 (plus expenses)
 - ½ page \$150 (plus expenses)
 - 1 page \$200 (plus expenses)
 - Choices cover \$250 (plus expenses)
 - Front cover \$500 (plus expenses)
 - Day Rate \$175 - \$250 (plus expenses)



11. Wages.

Effective July 1, 2002, employees in the unit shall receive an increase in weekly wages of forty dollars.

Effective July 1, 2003, employees in the unit shall receive an increase in weekly Wages of twenty dollars.

Effective July 1, 2004, employees in the unit shall receive an increase in weekly Wages of twenty dollars.

All raises shall be prorated for less than full time employees.

12. Job Classification and minimum wage rates shall be increased by \$15.00 effective July 1, 2002 and \$15.00 effective July 1, 2004.

13. BUF rates shall be increased as follows:

5.5% effective July 1, 2002

3% effective July 1, 2003

3% effective July 1, 2004

BUF eligibility cash hurdles shall be increased by the above amounts at each computation date.

14. Health Care.

The Oxford Plan shall be continued but shall be modified to provide the following:

1. The office visit copay shall be increased to \$20.00 per visit

2. Prescription card copay shall be \$5 - \$15 - \$35

15. Titles changed (Job Classifications and Minimum Rates)

Customer Service Rep III to IV

Ad Services Assoc. IV to V

Ad Creation Page Makeup IV to V

Circulation Admin. V to VI

IS Technicians V to VII

16. The Employer shall participate in the TransitChek program.

17. The affirmative action plan shall be attached to the contract for informational purposes.

This agreement is subject to ratification by the membership.

A handwritten signature in black ink, appearing to be the initials 'JM' or similar, located in the bottom right corner of the page.

Village Voice Media, Inc.

by

Judy Masque

Local 2110, UAW, AFL-CIO

by

Bonnie Fumalini

Carol Eicher

Steph. Grant

Carol Santos

Tom Robbins

John O'Neil

John A. Lee

John A. Lee

John Mellon

John A. Lee

Coco Westphal

John A. Lee

Chomnicki

John A. Lee

Michael Rosenstein