

Stipulation of agreement made and entered this 3rd day of July 2014 ("Stipulation") between Village Voice, LLC ("Employer") and Local 2110 UAW, AFL-CIO.

1. The collective bargaining agreement between the parties is hereby extended in all its terms and conditions for a further period of three (3) years up to and including June 30, 2017 except as set forth below
2. Wages:
 - a. All employees in the bargaining unit who earn \$45,000 and under per year shall receive the following increases in weekly wage rate:
 - i. Effective 7/1/2014 twenty-five (25) dollars
 - ii. Effective 7/1/2015 twenty-five (25) dollars
 - iii. Effective 7/1/2016 twenty (20) dollars
 - b. All employees in the bargaining unit who earn more than \$45,000 per year shall receive the following increases in weekly wage rate:
 - i. Effective 7/1/2014 twenty (20) dollars
 - ii. Effective 7/1/2015 twenty (20) dollars
 - iii. Effective 7/1/2016 fifteen (15) dollars
 - c. BUF eligibility thresholds and rates shall be increased accordingly.
3. Health & Dental Benefits:
 - a. Effective 7/1/2014 all employees in the unit shall be eligible for coverage by the VMG Cigna Medical Basic plan with no contributions towards the premiums for the term of the collective bargaining agreement.
 - b. Effective 7/1/2014 employees in the unit may opt to be covered by the VMG Cigna Medical Value plan with a 10% of premium contribution. Effective 7/1/2016, the employee contribution shall be increased to 15% of premium.
 - c. Effective 7/1/2014 employees in the unit may opt to be covered by the VMG Cigna Medical Classic plan with a 20% of premium contribution. Effective 7/1/2016, the employee contribution shall be increased to 25% of premium.
 - d. In the event that Voice Media Group changes insurance providers, the parties shall meet to negotiate over the terms of health and/or dental coverage. In no event shall the contribution percentages ~~change~~ *increase* from that set forth in this section.
 - e. Effective 7/1/2014 all employees in the unit shall be eligible for coverage by the VMG MetLife Value Dental plan with no contributions towards the premiums for the term of the collective bargaining agreement.
 - f. Effective 7/1/2014 all employees in the unit may opt to be covered by the VMG MetLife Classic Dental plan and shall pay 50% of the difference between premiums of the Value and Classic plans.
 - g. Clarification of language that benefits start on the first of the month following thirty (30) days of employment.

4. Pension Plan
 - a. The employer shall not contribute the 3% of employee earnings for the life of the collective bargaining agreement, except that payments shall commence 7/1/2014 for those employees 50 years of age or more.
 - b. The employer shall continue to match one half (1/2) of the employee contributions up to a maximum of four (4) percent for an employee contribution of eight (8) percent of annual W-2 earnings.

5. Child Care
 - a. Effective 7/1/2014 Publisher shall pay childcare expenses of employees upon completion of one (1) year of employment (amount set forth in agreement).

6. Arbitration:
 - a. Panel of Martin Scheinman, Howard Edelman, & Bonnie Weinstock, instead of AAA.

7. Reprint fees
 - a. Deleted
 - b. Agree to a one-time payment of \$500 for republication in other VMG print publications as cover story; \$100 one-time payment for republication in other VMG print publications for other stories.

8. Seniority
 - a. For laid off employees will be continued if rehired within two (2) years of layoff.

9. Obsolete language to be discontinued
 - a. Affirmative Action plan – 1999. Issues to be taken up in Labor/Management Advisory committee. Continue Affirmative Action coordinator, but discontinue stipend.
 - b. Delete BUF hired before 2005 get family health coverage.
 - c. Section 30k language – delete first 3 sentences.
 - d. Section 30m language – electronic rights – delete.
 - e. Section 30p language – delete joint committee on web issues. This is to be taken up in Labor/Management Advisory committee.

10. Section 28 – Health & Safety
 - a. Subsection B – Issues to be referred to Health & Safety committee.
 - b. Subsection D3 – deleted.
 - c. Subsection E – add language that inspections to be done as needed.
 - d. Subsection I – add language that Employer will make good faith effort to allow for review of as-built mechanical plans and balancing reports and

understand that maintenance schedules are under the control of the Landlord.

e. Subsection J – Issues to be referred to Health & Safety committee.

11. Agree to Labor/Management Advisory committee.

a. Committee to be advisory only and not subject to grievance and/or arbitration unless otherwise provided for under the CBA.

12. Non-Discrimination

a. Add “gender identity and expression” to the non-discrimination language.

b. Substitute “sexual orientation” for “sexual preference”.

c. Agree Management will distribution the company’s sexual harassment policy to all Village Voice employees once per year.

13. Vacation time will not accrue during unpaid leaves.

14. This agreement is subject to the ratification by the membership.

Agreed: Local 2110, UAW, AFL-CIO

Village Voice, LLC

By: Stephanie Zambet

By: _____

John D. King

[Signature]

[Signature]

[Signature]

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