

3/17/89 (b9)

**SAFE**

Contract changes -- MONTHLY REVIEW

July 1988

4E) Any new employee shall serve a probationary period of twenty-one (21) days worked by the employee before he/she shall be considered a permanent employee. The Employer may ask for an extension period which shall not be unreasonably withheld.

15) Effective July 6, 1988, there shall be a 6% general wage increase and cost of living increase computed as follows: The Cost of Living increase shall be computed by multiplying the average weekly wage by four (4%) percent. The General Wage increase shall be computed by multiplying each individual's weekly salary by two (2) percent.

The Employer agrees to a 3% Length-of-Service increase for all employees upon the completion of five (5) years of service. The increase is effective as of July 6, 1988 for employees who have completed five years of employment prior to that date. The increase for these employees is to be computed on the Employee's salary as of July 5, 1988. For all others the increase shall become effective in the first month of the sixth year of employment, and shall be computed on the Employee's salary as of the July 5 preceding the date of the increase. The Employee shall be entitled to receive such an increase only once during the term of her/his employment.

Effective July 6, 1989 and July 6, 1990, there shall be a cost of living review. If on these review dates the cost of living index for New York City as established by the Bureau of Labor Statistics of the United States Department of Labor reveals an increase over the index for the prior year, the wages of all employees shall be increased by the same percentage as the index has risen but not more than 10%. Increases provided for under this paragraph shall be computed on the average wage of the employees on the effective date of the increase. It is agreed that the percentage shall be moved up or down to the nearest one-half ( $\frac{1}{2}\%$ ) percent and the increase shall be rounded to the nearest 25¢.

For the second and third year of the contract, there shall be a reopening of the contract upon sixty (60) days notice for the purpose of negotiating a wage increase effective July 6 of each year. If there is a failure to reach agreement, recourse shall be in accordance with Clause 31--Adjustment of Disputes.

During the reopening of the contract, it shall be permissible to negotiate and/or put into effect a pension or retirement plan for the Employees. Such a plan may or may not include a contribution by the Employer. There is no obligation for either party to agree to such a plan.

19A) The Employer agrees to pay the employees' full salary for the following holidays, as if they worked thereon: New Year's Day, Washington's Birthday, May Day (May 1st), Decoration Day, July 4th, Labor Day, Two hours Election Day, Thanksgiving Day, Christmas Day, Martin Luther King's Birthday, plus three (3) personal holidays. Personal holidays may, at the employee's option, be used for religious holidays or as additional vacation days (see clause 20). Not more than one (1) unused personal holiday may be carried over into the following year; this day may not be used in conjunction with vacation time.

21) No employee shall be discharged because of absence due to illness or any other unavoidable cause. An employee shall be entitled to parental leave of up to six (6) months after the birth or adoption of her/his child. The employee shall provide the employer with at least five (5) months notice, specifying the estimated duration of the leave period. The Employer shall reimburse the Employee for payments made to the 65 Security Plan during the period of her/his leave but only at the minimum contribution level. Where a disabled employee is eligible to receive Accident and Sick Benefits from the 65 Security Plan, the Employer shall provide sick leave pay only in amounts equal to the difference between the Employee's regular wages and the Security Plan Accident and Sick Benefits, and such sick leave payments by the Employer shall continue until the full cash equivalent of the sick leave pay provided by this contract has been paid to the Employee. The Employee shall be entitled to twelve (12) days sick leave in every contract year and any unused sick leave at the end of the contract year shall be cumulative to a maximum of twenty-four (24) days. Sick leave may be used for personal illness or illness of a parent, spouse, spousal equivalent, child, brother or sister.

27) Delete last sentence. (Regarding Military leave.)

(New clause) - BOARD MEETINGS

The Employer agrees to a minimum of one (1) meeting per year of some or all members of the Board with some or all employees who are members of the Union. The Board shall also provide a written report of decisions made at each Board meeting insofar as they do not pertain to matters that impinge on union negotiations, personnel, or union-management relations, to representatives of the Union within a reasonable time period after the meeting. Specific provisions of this clause shall be negotiated prior to June 1, 1989 and included as addenda to this contract. If there is a failure to reach agreement by this time, recourse shall be in accordance with Clause 31--Adjustment of Disputes.

Agreed to on January 24, 1989 subject to ratification, by:

MONTHLY REVIEW

DISTRICT 65, UAW

UAW  
Frank Sheed  
Rucelle Popel  
Hyacinth Anthonyson  
Sandy Pore, Organizer

To be added to Memorandum of Agreement between Monthly Review and the union:

40. Duration of this agreement

This Agreement shall go into effect as of JULY 6, 1988, immediately upon receipt of notification in writing by the Employer from the Union to the effect that this Agreement has been duly ratified; and shall continue in full force and effect until JULY 5, 1991, and it shall automatically be renewed from year to year thereafter, unless notification be given in writing by either party to the other, by Certified Mail, at least sixty (60) days prior to the expiration of this Agreement, that changes in the Agreement are desired.

IN WITNESS WHEREOF, we have hereunto set our respective hands and seals, the day and year first above written.

FIRM: MONTHLY REVIEW, INC.

BY: *J. Lew*

DISTRICT 65, UAW AFL-CIO

BY: *Sandy Rose*  
*Pr. Manager*  
*Frank Sheed*