

Memorandum of Agreement

Agreement made this 30th day of June, 1994 by and between Monthly Review Publishers and Local 2110, UAW. The agreement between the parties shall be continued through June 30, 1997, with the following changes:

1. Wages

Effective July 1, 1994, all employees shall receive a cost-of-living increase according to the method specified in the last contract, based on the May, 1994, NYC/Northern NJ CPI-W, rounded to the nearest half a percent. In addition all employees shall receive a general wage increase of three percent.

Effective July 1, 1995, all employees shall receive a cost-of-living increase according to the method specified in the last contract, based on the May, 1995, NYC/Northern NJ CPI-W, rounded to the nearest half a percent. In addition all employees shall receive a general wage increase of two percent.

Effective July 1, 1996, all employees shall receive a cost-of-living increase according to the method specified in the last contract, based on the May, 1996, NYC/Northern NJ CPI-W, rounded to the nearest half a percent. In addition all employees shall receive a general wage increase of two percent.

As in the past contract, in no year will the cost-of-living increase be greater than ten percent.

2. Vacation

Replace Article 20 with: An employee cannot take vacation time until it has been accrued. No employee can take vacation time during her/his first six months of employment. An employee will be paid in advance when she/he takes vacation.

During an employee's first month, she/he will accrue no vacation time. From the end of the employee's probationary period through her/his eleventh month of employment, the employee will accrue one day of vacation for each month of employment. An employee will not accrue vacation time in her/his twelfth month of employment. The employee will therefore accrue a total of ten days vacation in her/his first year of employment.

During an employee's second year of employment, she/he will accrue one day of vacation for the first ten months of employment, for a total of 10 days; no vacation will be accrued during the last two months of that second year.

During an employee's third and fourth years of employment, she/he will accrue one and one quarter days of vacation for each month of employment, for a total of 15 days each year.

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During an employee's fifth year of employment and in all subsequent years, she/he will accrue one and two-thirds days of vacation time for each month of employment, for a total of 20 days each year.

Should a holiday occur during the vacation period of an employee, such employee shall be entitled to one additional day of vacation. Vacation must be taken within six months of the end of the year in which it was accrued.

The Employer will designate the dates of an employee's vacation and notify the employee no less than two weeks in advance of those dates. She/he will not change such dates without the consent of the employee.

3. Health Coverage


At such time as U.S. Healthcare offers coverage for domestic partners, such partners shall be covered on the same basis as a spouse.


4. Flexible time

Add to the end of Article 12 (Hours): "Nothing in this provision shall be construed to prevent flexible hour arrangements by mutual agreement."


This agreement is subject to the ratification of the union.


For Monthly Review

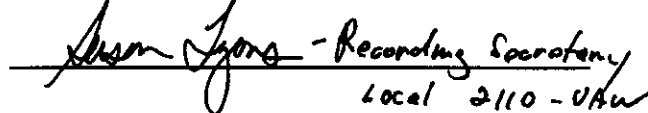




For Local 2110, UAW






Local 2110 - UAW