

## MEMORANDUM OF AGREEMENT

Memorandum of Agreement made and entered this 1<sup>st</sup> day of August 2018, by and between The New Press and Local 2110, United Auto Workers.

In consideration of The New Press' claims of financial hardship, the parties hereby agree as follows:

1. For the period of August 1, 2018, through December 31, 2018, the regular work week of all salaried (vs. hourly) employees, pursuant to article 17 of the Collective Bargaining Agreement between the parties, shall be reduced by 5 percent (5%) from 35 hours per week to 33.25 hours per week with commensurate reduction in base salary, unless the financial performance of The New Press is such that full work schedules and salaries can be restored sooner. Ending the furlough as soon as possible remains a priority for The New Press.
2. The New Press will not unreasonably deny requests to take the furloughed time off on a flexible basis including in whole day increments. Accrued time must be approved by one's supervisor in advance and up to one full day may be carried over into the first quarter of 2019.
3. For the period of August 1, 2018, through December 31, 2018, The New Press will suspend employer contributions to the Defined Contribution Pension Plan pursuant to article 34 of the Collective Bargaining Agreement.
4. The New Press agrees to meet with the Union regularly during this period to review The Press' financial condition, and shall provide relevant financial information to the Union upon request.
5. In the event The New Press contemplates layoffs or the elimination of any positions, it shall provide the Union with as much notice as possible, and will make its best efforts to provide no less than 30 days' notice, vs. the two weeks pursuant to article 21 of the Collective Bargaining Agreement, so that the parties can meet to discuss the reasons for such actions and the possibility of averting them.

Except as specifically modified herein, all other aspects of the Collective Bargaining Agreement remain in full force and effect. Effective no later than January 1, 2019, wages and pension contributions shall be restored to contractual levels.

MB  
CA  
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Agreed by:

*Michael Conroy*

*Secretary*

*Mary Botha*

Local 2110, UAW

*Jon Allen*

The New Press