

MEMORANDUM OF AGREEMENT

By and Between

The New Press

– AND –

Local 2110, UAW, AFL-CIO

December 19, 2023

The terms of the collective bargaining agreement by and between The New Press (the "Employer" or "Press") and Local 2110, UAW, AFL-CIO (the "Union") effective November 1, 2020 through and including October 31, 2023, shall continue in full force and effect except as provided below:

1. Term: November 1, 2023 through and including October 31, 2026.

2. Article 4, Union Activity, second and third sentences, shall be deleted and replaced with the following: "Up to four (4) times per year, the Union may request to hold a one (1) hour bargaining unit meeting at the Press's office. Such meetings shall take place on dates and at times agreed upon by the Press and the Union."

3. Article 8, Affirmative Action, shall be renamed "Diversity" and revised as follows:

~~"The Press is committed to affirmative action and workplace diversity is, which were~~ part of the Press's original mission statement and ~~remain~~ core principles. The Press shall continue to make strong and sustained efforts ~~work with the union to establish guidelines promoting equity, diversity, and inclusion~~ in recruitment, hiring and promotion, in-house training, and mentoring to foster career development in furtherance of this principle. In addition, the Press shall continue to work with the union representatives and/or ~~the an Affirmative Action Committee~~ Diversity Committee to improve upon the current representation of ~~minorities~~ historically marginalized communities throughout the Press, especially in those classifications where they are underrepresented. The ~~Affirmative Action Committee~~ Diversity Committee shall ~~be invited as appropriate to~~ meet regularly with the Joint Union-Management Committee ~~to discuss their mutual efforts~~ in pursuit of the Press's diversity mission.

The Press will work with the Joint Union-Management Committee to identify potential job openings as early as possible. When appropriate, the ~~Affirmative Action Committee~~ Diversity Committee shall promptly provide suggestions as to the implementation of the ~~affirmative action/diversity~~ search. The Press will work with the ~~Affirmative Action Committee~~ Diversity Committee as needed to create a documentary record of ~~affirmative action/diversity~~ efforts and hires, to inform and guide future job searches as openings occur."

4. Article 9, Joint Committee, shall be revised as follows: "There will be a Joint Union-Management committee which shall meet quarterly and as needed, for example, in case of Health and Safety emergencies or ~~affirmative action-workplace diversity~~ issues, such as ~~affirmative action~~ job searches, or any staff-related issues that are of general concern."

5. Article 17, Hours of Work and Overtime, shall be revised as follows:

Section A. The regular work week is thirty-five (35) hours a week excluding one hour for lunch. For non-exempt employees, hours worked over thirty-five (35) hours and up to forty (40) hours

shall be paid at 1:1 comp time. For non-exempt employees for time worked over forty (40) hours a week: pay at time and a half their regular rate of pay. All employees required to attend conferences, sales, or promotion events on a weekend outside of regular work hours shall be paid comp time at 1:1 rate. Comp time will be taken at times mutually agreed upon. All overtime requires the prior written approval of the employee's supervisor or a member of the management team.

Section B. [delete existing language and replace with the following] Emergency or non-routine "work from home" requests lasting one to two days shall be approved, in advance, by an Employee's immediate supervisor.

[No changes to Section C]

Add new Section D. If The Press establishes a work from anywhere policy (i.e., a policy designating certain weeks or a certain number of weeks as remote work weeks), it shall make such benefits available to bargaining unit members on the same terms and conditions as such benefits are made available to non-represented employees of the Employer.

6. Article 23, Sick Leave and Disability, shall be revised as follows:

"Employees ~~will be~~ are entitled to twelve (12) paid sick days per year. Sick days may also be used for family care. The Press will continue to be as generous as possible regarding individual needs and circumstances. The Press will continue to provide for short and long-term disability insurance to be used for sickness exceeding allotted sick days. The New Press shall make any employee out of work on short-term disability whole, covering the difference between short-term disability benefits and the employee's salary, and will also cover the potential "two-week" elimination period as needed. Employees may carry over unused sick leave from one calendar year to another; however, sick days for all employees shall be capped at twenty (20).

The Press shall comply with all federal, state and local laws providing paid time off for public health crises, including COVID."

7. Article 25, Vacation, shall be revised as follows:

"Vacation time is accrued monthly based on the following schedule:

Years one (1) ~~and two (2):~~ ~~Fifteen~~ Ten (15) days.

Year two (2): Twelve (12) days

Years three (3) through five (5): ~~Eighteen~~ Fifteen (18) days.

Year six (6) through fifteen (15): ~~Twenty-two~~ (22) days.

Year sixteen (16) and beyond: Twenty-five (25) days.

Carryover days will be limited to a maximum of five (5) vacation and comp days in total, with prior written approval from one's supervisor obtained by December 31st. Carryover days must be used during the first six (6) months of the year 2024. Carryover days must be used by March 31 of 2025 and 2026.

In addition to the vacation time provided above, The Press shall close its office from Christmas day through New Year's Day."

8. Article 26, Holidays, shall be revised to add Juneteenth as a holiday.

9. Article 31, Parental Leave, shall be revised as follows:

~~"All employees Following twelve (12) months of continuous employment, are entitled to twelve (12) weeks of fully paid parental leave is provided for primary caregivers for the purpose of giving birth to, adopting, or receiving into foster care a child. Employees will not accrue vacation, sick, and personal time while on parental leave, but all other benefits will remain in effect while the employee is on leave.~~

Following ~~eighteen (18)~~ twelve (12) months of continuous employment, non-primary caregivers are entitled to two weeks' paid leave or four weeks' half-time leave, plus additional unpaid leave consistent with FMLA, upon the birth, adoption, or receiving into foster care of a child.

See Health Care Side Letter, Appendix B, item E."

10. Article 32, Wages and Minimums:

a. Revise subparagraph (a) as follows:

"The Press will provide annual wage increases as follows:

\$2,050 per person, effective November 1, 2023

\$2,050 per person, effective November 1, 2024

\$2,050 per person, effective November 1, 2025

Employees hired less than six (6) months prior to the annual wage increase will receive their increase on a prorated basis.

Minimums (Categories and job titles attached as Schedules A and B for department and category.)

Category	Current Minimum	11/1/2023	11/1/2024	11/1/2025
1	\$39,000.00	\$50,000.00	\$51,500	\$53,045
2	\$42,000.00	\$54,000.00	\$55,620	\$57,288.60
3	\$45,000.00	\$58,000.00	\$59,740	\$61,532.20

4	\$47,000.00	\$70,000.00	\$72,100	\$74,263
5	\$54,000.00	\$84,000.00	\$86,520	\$89,115.60
6	\$61,500.00	\$90,000.00	\$92,700	\$95,481

b. Add new subparagraph (b) as follows:

"Seniority Increases

Beginning with an employee's fifth anniversary, employees shall receive a bonus as follows:

5 Years - \$500

10 Years - \$1000

20 Years - \$2000"

c. Any employee who (i) passed their 10th anniversary in 2023 (3 employees) or (ii) passed their 20th anniversary (2 employees), shall be paid the applicable bonus set forth above, less any gift card/reimbursement amounts already paid to them.

11. New Article, Temporary Assignment of Duties:

a. Add new article as follows:

"Effective as of the Ratification Date, in the event an Employee is assigned additional duties because of a vacancy, for which the Employer is actively hiring, and has not been filled within thirty (30) days or due to another Employee's temporary absence beyond fifteen (15) calendar days, The Press will first work with the department head to come up with a plan to cover that work without undue burden on other members of the department. Such plan may include, but shall not be limited to, using contractors, temporary employees, and/or bonus payments.

If, as a result of an event described above, The Press assigns temporary additional duties to a bargaining unit employee, a bonus payment will be discussed in advance of the assignment of temporary additional duties (unless the situation involves an emergency leave, in which case they will be worked out as expeditiously as possible) and memorialized in writing according to the following schedule:

- The Press will pay \$500 per month to an affected employee/s for occasional or incidental added work.
- The Press will pay \$1000 per month to an affected employee/s for more substantial, ongoing added work (approximately one (1) to two (2) hours per day)"

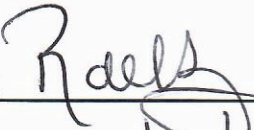
- b. The Associate Editor shall receive the bonus described in the 2nd bullet point above for the period of July 10, 2023 through January 2, 2024 (\$5,651) for his additional work while the Senior Editor is on leave.

12. Schedule A and Schedule B shall be replaced with the attached schedules.


13. The terms of this Memorandum shall be subject to ratification and, upon ratification, shall promptly be incorporated into a full and complete collective bargaining agreement and executed by the parties.

ACCEPTED AND AGREED:

THE NEW PRESS

By: 
Date: 12/19/2023

LOCAL 2110, UAW, AFL-CIO

By: 
Date: December 19, 2023

Schedule A: Updated Job Categories (Progressions by Department)

New Positions created by the Press shall be put into existing categories upon consultation with the Union.

Editorial

Editorial Assistant (I)

Editorial Assistant & Assistant to the Publisher (I)

Assistant Editor (II)

Editorial and Academic Marketing Associate (II)

Associate Editor (III)

Associate Editor/Outreach Coordinator (III)

Editor (IV)

Editor, Serial Rights Coordinator, and Internship Coordinator (IV)

Education Editor (IV)

Senior Editor (V)

Executive Editor (VI)

Publicity, Sales, Marketing, & Rights

Publicity Assistant (I)

Publicity and Marketing Assistant (I)

Publicity Associate (previously Associate Publicist) (II)

Publicity and Marketing Associate (II)

Associate Publicist and Marketing Manager (III)

Publicity Manager (currently Publicity & Social Media Manager) (III)

Publicist (III)

Senior Publicity Manager (IV)

Publicity Director (V)

Director of Communications (V)

Marketing Assistant (I)

Subsidiary Rights & Sales Assistant (I)

Marketing Associate (II)

Marketing Manager (III)

~~Sales, Inventory & Sales Promotion Manager (III)~~

Manager, Inventory & Sales Ops (previously Sales, Inventory & Sales Promotion Manager) (III)

Subsidiary Rights & Contracts Manager (III)

Director of Sales and Subsidiary Rights (V)

Production

Production Assistant (I)

Production Associate (II)

Production Supervisor (III)

Production Manager (IV)
Production Director (V)
Senior Director of Production (VI)

Managing Editorial

Assistant Production Editor (I)
Associate Production Editor (II)
Production Editor (III)
Associate Managing Editor (III)

Managing Editor (IV)
Senior Managing Editor (V)

Office Administration

Administrative Assistant (I)
Office Administrator (II)
Associate Office Manager (III)
Office Manager [currently combined with HR Administrator and confidential] (IV)

Schedule B: Updated Job Categories (Progressions by Category)

New Positions created by the Press shall be put into existing categories upon consultation with the Union

I.

Administrative Assistant
Editorial Assistant
Editorial Assistant & Assistant to the Publisher
Marketing Assistant
Production Assistant
Assistant Production Editor
Publicity and Marketing Assistant
Subsidiary Rights & Sales Assistant
Publicity Assistant

II.

Office Administrator
Assistant Editor
Editorial and Academic Marketing Associate
Marketing Associate
Production Associate
Publicity and Marketing Associate
Publicity Associate (previously Associate Publicist)
Associate Publicist and Marketing Manager
Associate Production Editor

(category III)

III.

Associate Editor
Associate Editor/Outreach Coordinator
Associate Office Manager
Production Editor
Associate Managing Editor
Production Supervisor
Publicity Manager (currently Publicity & Social Media Manager)
Manager, Inventory & Sales Ops (previously Sales, Inventory & Sales Promotion Manager)

Subsidiary Rights & Contracts Manager
Publicist
Marketing Manager

IV.

Office Manager [currently combined with HR Administrator and confidential]

Managing Editor

Editor

Editor, Serial Rights Coordinator, and Internship Coordinator

Education Editor

Production Manager

Senior Publicity Manager

V.

Director of Communications

Director of Sales and Subsidiary Rights

Senior Editor

Senior Managing Editor

Production Director

Publicity Director

VI.

Senior Director of Production

Executive Editor