

## VOX TENTATIVE AGREEMENT HIGHLIGHTS

### ★ Wages

- A \$56,000 minimum for exempt employees; a \$53,000 minimum for OT-eligible employees (plus a six-tier minimum wage scale by job category)
- A 3.5% retroactive raise to July 1, 2018, for everyone in the bargaining unit, except for employees hired since July 1, 2018, and employees who earned a raise in excess of \$10,001 since July 1, 2018. Employees who earned a raise of less than \$10,001 since July 1, 2018, will receive a 2.5% retroactive raise to last July
- On July 1, 2019: the greater of a move to the minimum wage scale or a 3.5% increase for employees who earn less than \$95,000, and a 3% increase for employees who earn more than \$95,000
- On July 1, 2020: the greater of a move to the minimum wage scale or a 3.25% increase for employees who earn less than \$95,000, and a 2.75% increase for employees who earn more than \$95,000
- On July 1, 2021: the greater of a move to the minimum wage scale or a 3.25% increase for employees who earn less than \$98,100, and a 2.75% increase for employees who earn more than \$98,100

### ★ Terminations & Severance

- Just cause for terminations
- A minimum of 11 weeks' severance for layoffs (11 weeks' severance for 0-3 years of service time, plus 1 additional week per year of service capped at 18 weeks)
- A minimum of 7 weeks' severance for employees who are terminated under the discipline and discharge section (7 weeks' severance for 0-4 years of service time, plus 1 additional week per year of service, capped at 14 weeks)
- Paid COBRA for the term of the severance
- Six months of recall rights for laid-off employees in the event the company re-creates the position from which the employee was laid off
- A process for laid-off employees to have the opportunity to purchase laptops at a discounted rate

### ★ Benefits

- For the first time in company history, health benefits for part-time employees who work 20 or more hours per week
- A premium of 5% in each paycheck for part-timers to cover paid time off
- Continuation of unlimited PTO, but with measures to give more meaningful access to the benefit
- 16 weeks of paid parental leave
- 4 weeks of paid leave to care for an ill immediate family member (essentially, paid FMLA)
- Doubled bereavement leave from 5 days to 10 days, with additional access to unlimited PTO

- 56 hours of sick time per year for part time employees
- ★ Diversity & Justice:
  - The company commits that 40% of the people in the applicant pool to make it beyond the phone interview stage in the hiring process will be from underrepresented backgrounds. This number will be 50% for the highest-paid, most senior positions. If the company is not meeting this goal, it will reopen the section of the contract to discuss options with the union, including increasing the diversity committee's budget
  - The company will devote \$50,000 per year to a diversity committee, made up of management and union representatives
  - Language ensuring the company will honor preferred gender pronouns and provide access to gender-neutral bathrooms
  - Each vertical will maintain and regularly distribute a policy to promote diverse sourcing and freelancing bylines
  - Anti-harassment language that will force the company to enforce its harassment policy, and will allow employees who are initiating harassment claims to bring a union rep to their meeting with HR. The company will also provide a timely written report — outlining the investigation and any remedial action taken — to the employee who made the claim
  - Industry-leading non-discrimination language, including protections for appearance, credit score, housing status, history of drug use, and criminal record
- ★ Work-life Balance
  - Recuperation Time when employees work unusually long hours, on six or more days in a row, on a company holiday, or when they travel for work on a regular day off. This time will be separate and apart from PTO
- ★ Individual Employment Agreements
  - Total elimination of forced arbitration
  - Total elimination of non-competes for current unit employees; going forward, the company will have the opportunity to negotiate non-competes for new hires earning more than \$150,000, and the union will have to consent to any such agreement
- ★ Derivative Works
  - When the Company sells employees' editorial content to a third party, the employee(s) who were significantly involved in the creation of the content will share in a revenue pool equal to 4% of the purchase price, up to a total pool of \$75,000
  - When Vox Media creates derivative content based on employees' work and produces it for a third-party distributor (e.g., Netflix, Hulu), the employee(s) who were significantly involved in the creation of the original content will share in a revenue pool equal to 2% of the Company's Producer Fee, up to a total pool of \$100,000
- ★ IP and Freelancing

- Union members will be credited for their work. The verticals will create and maintain a credit policy. The company will make reasonable efforts to credit employees on third-party platforms (e.g., Netflix)
- A clear process for freelancing outside the company
- The company will have no access to royalties for approved books
- A spot bonus when employees freelance for a vertical which is not their primary vertical (e.g., an Eater employee writes an article for Vox.com)
- ★ Workplace Transparency
  - A Labor Management Committee
  - The Company will maintain an electronic organizational chart (including the reporting structures for each vertical)
  - Bargaining unit members will have quarterly evaluations. One quarterly evaluation per year will be attended by a non-bargaining-unit manager
  - Employees may provide a written response to quarterly evaluations and meet with managers within 30 days to discuss their written response
  - Managers will respond in good faith to employees who request to discuss promotions and growth opportunities
  - Access to job descriptions upon request
- ★ Editorial Standards
  - The company will disclose to the union all new material investors (more than 5% of the company)
  - The company will disclose to the union all ongoing syndication agreements and licensing agreements of its third-party publishing platform
  - Union employees will never be forced to create content that is false or violates journalistic ethics
  - Editorial content creators will never be forced to work on anything over which advertisers have approval
  - Articles that are indicated as being “presented by” a third party or sponsor will have a clearly visible link to the vertical’s policy on advertisers and sponsored content
- ★ Work Resources
  - A cash advance policy so no employee is forced to use a personal credit card to cover work costs
  - Enhancements in the dining budgets of Eater employees
  - Access to the appropriate work resources employees need to do their jobs (e.g., subscriptions to periodicals, journals)
- ★ General
  - Protections against the company laying off unit members and replacing them with contractors
  - All temporary employees will be in the bargaining unit, and can be temporary for no longer than one year and two weeks
  - Union security and dues check-off
  - Three-year agreement