

MEMORANDUM

TO: James L. Elkins
FROM: Chitra S. Iyer
DATE: November 3, 2006
SUBJECT: Print Shop Wages for 2006 - 2009

On November 2, 2006, I received notification that your members ratified the new wage rates for GCC/IBT Local 508-M of District Council 3 bargaining unit at OSU Printing Services. The new wage scale is as follows:

	<u>11/1/06*</u>	<u>11/1/07*</u>	<u>11/1/08*</u>
Assistant Press Operator	\$18.58	\$19.14	\$19.72
Press Operator 1	\$23.18	\$23.88	\$24.60
Press Operator 2	\$24.52	\$25.26	\$26.02
Platemaker	\$23.18	\$23.88	\$24.60
Bookbinder	\$23.46	\$24.17	\$24.90
Bindery Machine Operator	\$15.83	\$16.31	\$16.80

Shift Differential: Second Shift: \$0.50/hour; Third Shift: \$.75/hour

**Effective during the pay period which includes this date.*

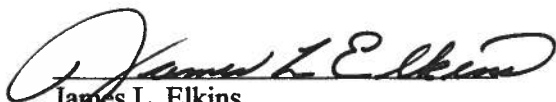
In addition, The Ohio State University recognizes GCC/IBT Local 508-M of District Council 3 as the exclusive bargaining representatives for those employees at OSU Printing Services for whom they have traditionally negotiated wages.

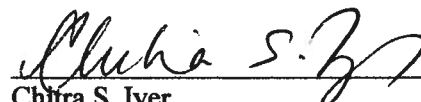
To acknowledge this, Management at OSU Printing Services will respond to new hires as follows when asked about a union presence at OSU Printing Services:

- Everyone in production at OSU Printing Services is a member of GCC/IBT Local 508-M of District Council 3
- It is not a requirement to join the union but doing so makes for smoother operations

Persons who are employed at OSU Printing Services in the above classifications will continue to be included in all of the personnel programs and procedures (health insurance, leave, educational benefits, holidays, grievance procedures, use of University facilities, etc.) that are available to all unclassified professional staff members at The Ohio State University. OSU Printing Services will also observe the 37.5 hour workweek that we have traditionally honored for these employees.

The signatures below verify the understanding and acceptance of the terms listed herein by the parties.


James L. Elkins
Executive Vice President, Local 508-M
Executive Staff Representative, DC 3


Chitra S. Iyer
Labor Relations Manager