

**Agreement between
The Ohio State University and GCC/IBT Local 508-M of District Council 3
covering bargaining unit members at UniPrint**

A. The base wage rate for all bargaining unit members is as follows:

	<u>10/1/09</u>	<u>10/1/10</u>	<u>10/1/11</u>
Assistant Press Operator	\$20.21	\$20.41	\$20.41
Press Operator 1	\$25.22	\$25.47	\$25.47
Press Operator 2	\$26.67	\$26.94	\$26.94
Platemaker	\$25.22	\$25.47	\$25.47
Bookbinder	\$25.52	\$25.78	\$25.78
Bindery Machine Operator	\$17.22	\$17.39	\$17.39

B. For FY 2011, effective the pay period that includes October 1, 2010, bargaining unit members who have completed their initial probationary period, are eligible to receive an additional increase of 0% to 2% based on a review of the bargaining unit member's 2009 – 2010 work performance. The total increase will be based upon the bargaining unit member's previous base wage rate.

For FY 2012, effective with the pay period that includes October 1, 2011, bargaining unit members who have completed an initial probationary period will receive a base wage increase based on both of the following:

1. a review of the individual member's 2010-2011 work performance, and
2. the fiscal year 2012 guidance memorandum issued by the University for the annual merit compensation process.

Effective upon ratification of this agreement, bargaining unit members shall receive a one-time lump sum payment in the gross amount of \$150.00 subject to all applicable deductions and withholdings.

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

D. The Ohio State University recognizes GCC/IBT Local 508-M of District Council 3 as the exclusive bargaining representatives for those employees at UniPrint in the classifications listed in Section A above.

E. The University will deduct regular monthly dues from the pay of bargaining unit members in active pay status who are members of the GCC/IBT Local 508-M upon receipt of individually signed authorizations on a form which has been approved by the University.

F. Employees in the classification listed in Section A above who choose not to be members of GCC/IBT Local 508-M shall, as a condition of employment, pay to the Union a fair share fee. The amount of the fair share fee shall be determined by GCC/IBT Local 508-M, but shall not exceed dues paid by members of GCC/IBT Local 508-M who are in the bargaining unit. Such fair share fee shall be certified by the GCC/IBT Local 508-M to the University at such time during the term of this agreement as necessary to be accurate. The fair share fee and all related union procedures shall conform to the requirements of state and federal law.

A fair share fee deduction shall be initiated by the University whenever an employee in one of the classifications listed in Section A above who is not a member of GCC/IBT Local 508-M has completed their first sixty days of employment.

All dues and fair share fees collected shall be paid by the University once each month by electronic direct deposit to GCC/IBT Local 508-M.

The University assumes no obligation, financial or otherwise, arising out of these provisions regarding the deduction of membership dues, fees or assessments. The GCC/IBT Local 508-M shall indemnify the University

against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the University for the purpose of complying or attempting to comply with these provisions. Once the funds are remitted to GCC/IBT Local 508-M their dispositions thereafter shall be the sole and exclusive obligation and responsibility of GCC/IBT Local 508-M.

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

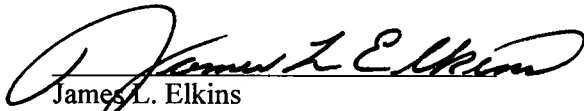
H. This agreement shall be effective from November 5, 2009 until and including September 30, 2012.

Not less than 30 days prior to the termination of this agreement the parties shall meet for the purpose of discussing the terms and conditions of a new agreement. Should the parties fail to reach an agreement prior to the termination date they shall jointly request the Federal Mediation and Conciliation Service or the State Employment Relations Board to assist them in reaching a settlement.

In the event the parties have not reached a new agreement, the GCC/IBT Local 508-M and its members shall have the right to strike in accordance with the provisions of Chapter 4117 of the Revised Code, provided that GCC/IBT Local 508-M shall give ten days prior written notice of any intent to strike to the University's Labor Relations Manager and the State Employment Relations Board.

The provisions of this agreement constitute the sole and exclusive means for resolution of any negotiation impasse between the parties, and shall supplant any provisions of Chapter 4117.14 of the Revised Code which might otherwise apply.

The signatures below verify the understanding and acceptance of the terms listed herein by the parties effective November 9, 2009.



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



David A. Simpson
Labor Relations Manager
The Ohio State University

Side Letter

Dear GCC/IBT Members and Mr. Elkins,

Within sixty days of ratification of an agreement between the University and the GCC/IBT, both parties agree to meet and discuss the components of a performance-based pay system to include, but not limited to:

1. Training for managers during the month of December 2009
2. Senior management and Unit HR approval of all performance scores and corresponding pay increase decisions prior to implementation
3. Biannual evaluations of members
4. Goal setting for all bargaining unit members by January 2010
5. Education for bargaining unit members about the performance management process

Sincerely,
David Simpson
Manager, Labor Relations