

MEMORANDUM

To: Jaron Hempleman
From: David Simpson
Date: August 28, 2019
Subject: UniPrint Wages for 2019 - 2022

The parties agree to map current incumbents from their current classification title to their new classification title and rate of pay in accordance with spreadsheet A.

The new classification titles and pay ranges are as follows:

Working Title	Classification Title	Pay Range
Assistant Bindery Machine Operator	Associate Print Technician	\$15.00 - \$20.00
Assistant Digital/Pre-Press Operator	Associate Print Technician	\$15.00 - \$20.00
Assistant Press Operator	Associate Print Technician	\$15.00 - \$20.00
Bindery Machine Operator	Print Technician	\$17.00 - \$24.00
Digital Press/Press Operator	Print Technician	\$17.00 - \$24.00
Press Operator	Senior Print Technician	\$22.00 - \$28.00

Shift Differential: Second Shift: \$0.50/hour; Third Shift: \$0.75/hour

Employees in the working titles above who have completed their initial probationary period will receive a base wage increase of 2.5% and this will be effective September 1, 2019.

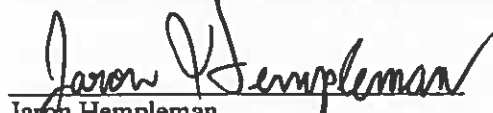
Employees in the working titles above who have completed their initial probationary period will receive a base wage increase equal to the aggregate increase amount established each year in the guidance memorandum issued by the University for the annual merit compensation process. Increases will be effective the pay period that includes September 1st of 2020 and 2021.

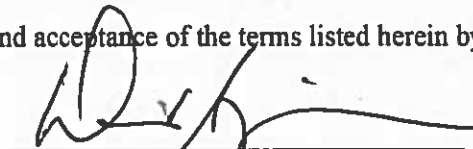
In addition, The Ohio State University recognizes GCC/IBT Local 508-M of District Council 3 as the exclusive bargaining representatives for those employees at UniPrint for whom they have traditionally negotiated wages.

The University will deduct regular monthly dues from the pay of members of the GCC/IBT Local 508-M in the classifications above who are in active pay status upon receipt of individually signed authorizations on a form which has been approved by the University. All dues collected shall be paid by the University once each month by electronic direct deposit to GCC/IBT Local 508-M.

Persons who are employed at UniPrint in the above classifications 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.

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


Jaron Hempleman


David A. Simpson

Staff Representative
GCC/IBT District Council 3

Labor Relations Manager
The Ohio State University