

Memorandum of Agreement

It is hereby stipulated and agreed by and between Amsco School Publications, Inc. ("the employer"), and Technical, Office and Professional Union, Local 2110, UAW, AFL-CIO ("the Union") that the parties' 1999-2002 collective bargaining agreement is hereby continued in full force and effect through and including November 14, 2005, except as provided below:

Article 11 ("Wages")

Minimum wages referred to in paragraph (A) shall be increased by the same amounts and at the same times as the wage increases provided in paragraph (B).

Paragraph (B) is amended by providing for: first year (2002-2003) wage increases of thirty-one dollars (\$31) per week; second year (2003-2004) wage increases of thirty-one dollars (\$31) per week; and third year (2004-2005) wage increases of thirty-six dollars (\$36) per week, including retroactivity of the first year increase to October 1 and November 15, 2002, as the case may be.

Shipping and Receiving employees' wage increases will be effective as of October 1, 2002, October 1, 2003 and October 1, 2004, respectively. Office and Editorial employees' wage increases will be effective as of November 15, 2002, November 15, 2003 and November 15, 2004, respectively.

Paragraph (D) is amended to read: Beginning with the pay period immediately following the applicable anniversary: an employee who reaches

twenty (20) years of continuous service with the Employer shall receive an increase of one thousand five hundred dollars (\$1,500) to his/her annualized gross base pay; an employee who reaches fifteen (15) years of continuous service with the Employer shall receive an increase of one thousand dollars (\$1,000) to his/her annualized gross base pay; and, an employee who reaches seven (7) years of continuous service with the Employer shall receive an increase of five hundred dollars (\$500) to his/her annualized gross base pay.

Articles 3, 4, 11 (New Workers; Seniority; Wages)

The phrase, "assistant(s) to departmental director(s)," shall be deleted wherever it appears in Articles 3,4 and 11. It is understood that if the Employer hires assistants to department directors in the future they shall be included in the bargaining unit.

Article 12 (Holidays)

Paragraphs (A) (1) and (2) are hereby amended to provide:

The Employer agrees to pay the employees seven (7) hours at the straight time hourly rate for the following days:

New Years Day
Martin Luther King's Birthday
Lincoln's Birthday *
Washington's Birthday
Memorial Day
July 4th
Labor Day
Thanksgiving Day
Christmas Eve Day
Christmas Day

* The Employer will be open for business on Lincoln's Birthday. Employees may take that day as a holiday, or work that day and take another day as an additional personal day.

(2) The Employer also agrees that each employee shall receive six (6) personal days with pay for seven (7) hours at the straight time hourly rate. Personal days may be used for religious observance if the employee desires. An employee wishing to take a personal day shall give the Employer at least two weeks written notice prior to the requested personal day, unless compelling circumstances prevent such notification. It is specifically understood that personal days may not be carried over to the succeeding year.

Article 15 ("Contractual 401(k) Plan and GHI/UAW TOP Local 2110 Plan")

Paragraph (A) is amended by substituting the following for the first two sentences: "The Employer hereby agrees to continue to pay seven percent (7%) of salary to the 401 (k) plan for employees with one year of service or more."

Article 15-A ("Reimbursement for Eyeglasses/Contact Lenses")

Article 15-A is amended to read as follows:

The Employer agrees to reimburse employees who have completed at least two (2) years continuous service with Amsco, but less than ten (10) years, up to two hundred fifty dollars (\$250.00), and to reimburse employees who have completed at least ten (10) years of continuous service with Amsco up to three hundred fifty dollars (\$350.00), toward the one-time purchase of eyeglasses or contact lenses during the life of this agreement, upon their presentation of receipted bills therefore.

Article 15-C (Transit Cheks)

A new Article 15-C is established authorizing Transit Chek availability based on pre-tax deductions from employees' pay. Transit Chek availability

will begin within three months of the execution of this agreement, unless an extension of time therefor is requested by the Employer. Such request will not be unreasonably denied.

Article 31 (Promotions to Exempt Positions)

This Article is amended by deleting paragraph (A) and by ending the last sentence of paragraph (C) immediately after the word, "Union" and deleting the remainder of that sentence.

Article 38 ("Duration")

The dates "November 15, 1999" and "November 14, 2002" are changed to "November 15, 2002" and "November 14, 2005," respectively.

Technical, Office & Professional Union,
Local 2110, UAW, AFL-CIO

Amsco School Publications, Inc.

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