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Memorandum of Agreement

Agreement made this 21st day of April,
2009, between Annes School Publication, Inc. and
Technical Office & Professional Employees, ^{Union,} Local
2110, UAW,

The collective bargaining agreement between
the parties is hereby continued through and
including December 31, 2011, except as
provided below:

It is understood that if the Employer hires
shipping & receiving ^{department} employees or editors-in-charge
in the future they shall be included in the
bargaining unit.

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(2)

In General

References to "shipping and receiving employees shall be deleted wherever they appear in Articles 3, 4, 5, 10, 13 and 20 (including ^{all of} paragraphs B, ^{and E} and the last sentence of paragraph C)

References to "editor(s) in-training" shall also be deleted wherever they appear.



(A)
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(3)

Article 3 ("New Workers")

Paragraph (E)(1) is amended to ~~amend to~~ omit current subparagraph (a) relating to new shipping and receiving employees, and to redesignate current subparagraph (b) as subparagraph (a), which is changed to provide that new office employees shall have a ninety (90) day probationary period, which, upon the request of the employer, may be extended for an additional sixty (60) days; such request will not be unreasonably denied.

Paragraph (E)(3) is amended to provide that new editors ~~and~~ shall be deemed probationary for the first twelve (12) months

(4)

of their employment; provided, however, the Employer may request an additional probationary period of three (3) months, such request shall not be unreasonably denied

~~Article 4 (Seniority)~~

~~The word "Clerical" shall be deleted from the title of paragraph (A).~~

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is (4A)

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Article 9 ("Severance Pay")

A new paragraph will be added to
~~the~~ Article 9

In the event of such layoff, the employer shall continue health care coverage for ⁽ⁱ⁾ a period of two (2) months at no cost to the employee and ⁽ⁱⁱ⁾ an additional six (6) months with the employee paying fifty percent (50%) of the monthly premium for employees with ~~three~~ ^{three} (3) years or more of continuous service



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(5)

Article 11 ("Wages"). A new subparagraph shall be added, providing:

At such time as the Employer provides a direct deposit paycheck program for sales and other non-unit employees, it will offer the same program to employees in the bargaining unit.

Paragraph (A) ~~and~~ (Minimums) and (B) ("Wage Increases") shall be amended to reflect the following:

	<u>Increases</u>
Effective April 21, 2009.....	\$12 per week
Effective January 1, 2010.....	\$20 per week
Effective January 1, 2011.....	\$25 per week



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Article 12 ("Holidays"). Paragraph (A)(1) will be amended to include the day after Thanksgiving and New Years Eve. In addition, Election Day will be included with an asterisk (to be treated like Lincoln's Birthday).

Paragraph (A)(2) will be amended to provide for four (4) personal days, instead of six (6). The footnote appearing in this Article will be amended to read:

"The Employer will be open for business on Lincoln's Birthday and Election Day. Employees may take those days as holidays, or work those days and take other days as additional personal days."

Article 15-A ("Reimbursement for Eyeglasses/Contact Lenses"). This Article is amended to read:

The Employer agrees to reimburse employees who have completed at least two (2) years of continuous service with Amsco three hundred fifty (\$350.00) dollars toward the purchase of eyeglasses or contact lenses during the life of this Agreement, upon their presentation of receipted bills therefor.

A new Article 15-D ("Editorial Style Sheets") will be included in Agreement, providing:

"The Employer will create and distribute editorial style sheets for editors during the term of this Agreement."



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Article 20 ("Safety and Health"). The following provision will be added to this Article:

The Employer agrees to continue to engage a ventilation contractor to clean the ventilation system twice a year. On the next cleaning, all office vents will be opened and the Employer will engage a cleaning contractor to clean any dust/dirt that falls down as a result of the vents being opened. The D.I.O. will schedule the contractors and advise employees accordingly. Employees will cooperate by removing work materials and other objects from their desks, and taking such other steps as may be necessary to permit the contractors to perform their duties in employees' work areas.

Article 22 ("Written Correspondence"). This provision

is amended to read:

Except as otherwise provided in this Agreement, written correspondence between the parties shall be sent by standard post, and/or e-mail, and/or facsimile machine.



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Article 34 ("Attendance at Union Meetings"). The second paragraph of subsection (A) is amended to read:

Union Stewards and Local Officers will be allowed two (2) hours off once a month for (3) additional meetings during any contract year. Union stewards will be granted up to three (3) paid days per year to attend union training and conferences approved by Local 2110.

Agreed 11/22/08

Article 38 ("Duration")

This provision is amended to provide that this Agreement shall go into effect April 21, 2009 and shall continue in full force and effect through and including December 31, 2011.



For Busco School Publications, Inc.:

Henry Brown, President

For T.O.P. Union, Local 2110, OAW:

Michael Conway

Mratsen

John Cox

Yvonna Gordon

Michael Miller