

TENTATIVE AGREEMENT

BY AND BETWEEN

THE STATE OF OHIO

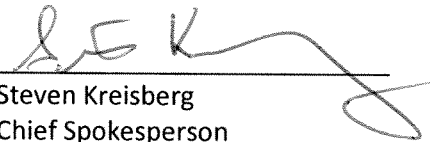
AND

THE OHIO CIVIL SERVICE EMPLOYEES ASSOCIATION, AFSCME, LOCAL 11

The State of Ohio and the Ohio Civil Service Employees Association, AFSCME, Local 11 (OCSEA) have reached the following agreement for the 2012-2015 Collective Bargaining Agreement:


The parties agree to change the duration of the Collective Bargaining Agreement to a term beginning March 1, 2012 through February 28, 2015. All other Articles and Appendices of the Collective Bargaining Agreement shall remain unchanged, except for changes mutually agreed to delete references related to the economic concessions in the 2009 to 2012 Contract and other changes to update the agreement. Such changes to the Contract, with the exception of Appendix Q, shall be agreed upon by the parties not later than November 17, 2011. Such changes to Appendix Q shall be mutually agreed upon by the parties no later than November 22, 2011. There shall be no general wage increase or "cost savings days" for the duration of the Agreement. Longevity and step increases shall be continued for the duration of the Agreement.

FOR OCSEA/AFSCME, Local 11



Steven Kreisberg
Chief Spokesperson


Dated: 11/16/11



Christopher A. Mabe
President

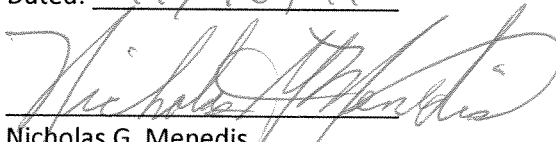
Dated: 11-16-11

FOR THE STATE OF OHIO



Michael P. Duco
Chief Spokesperson

Dated: 11/16/11



Nicholas G. Menedis
Chief Human Resources Officer

Dated: 11-16-11