

## Reclassification Agreement

This agreement made by and between the \_\_\_\_\_ (“Agency”), the Ohio Civil Service Employees Association/Local No. 11, AFSCME, AFLCIO (“OCSEA/AFSCME”), \_\_\_\_\_ (“Employee”), parties hereto.

Now therefore, all parties hereto, in consideration of the mutual covenants and agreements to be performed, as hereinafter, agree as follows:

1. The \_\_\_\_\_ (Agency) agrees to reclassify Employee from position number \_\_\_\_\_, [INSERT CLASSIFICATION NAME], Pay Range \_\_\_\_, Step \_\_\_\_, to position number \_\_\_\_\_, [INSERT CLASSIFICATION NAME], Pay Range \_\_\_\_, Step \_\_\_\_.
2. Both the Union and Management agree that this reclassification does not constitute the creation or filling of a vacancy under Article 17 of the Agreement. The parties further agree that this agreement does not constitute a violation of Article 18 of the Agreement.
3. The Employee agrees to waive any and all rights he/she may currently or subsequently possess to receive any reparation, restitution or redress for the events which formed the basis of this agreement, including the right to have any related issues resolved through arbitration, or through resort to administrative appeal or through the institution of legal action.
4. OCSEA/AFSCME agrees to waive any and all rights it may currently or subsequently possess to obtain any reparation, restitution or redress for its members as a result of the events which formed the basis of this agreement, including the right to have a grievance resolved through arbitration, or through resort to administrative appeal or through the institution of legal action.
5. This agreement shall be effective the pay period following the date of the last signature on this agreement.
6. ***If applicable add this provision:*** The Employee will receive a lump sum payment of the difference in pay ranges from 4 days prior to date of the filing of the grievance (insert date: \_\_\_\_\_) through the effective date of the reclassification.

All parties to this agreement hereby acknowledge and agree that this agreement is not precedent setting. This agreement shall not be introduced, referred to, or in any other way utilized in any subsequent grievance, arbitration, litigation or administrative hearing.

\_\_\_\_\_  
Agency

\_\_\_\_\_  
Date

\_\_\_\_\_  
ODAS, Office of Collective Bargaining

\_\_\_\_\_  
Date

\_\_\_\_\_  
OCSEA, AFSCME Local 11

\_\_\_\_\_  
Date