

April 17, 2007

Mr. Jim Martin, AED Business Services
Ohio Education Association
Box 2550
225 East Broad Street
Columbus, OH 43215

Dear Mr. Martin,

We are in receipt of the new Summary Plan Descriptions for the Ohio Associate Staff Union and the Professional Staff Union Group Benefit Plans. We have reviewed those documents as much as is reasonable. We have found them to be an outright attempt to supersede the Staff Union Agreements with the Ohio Education Association.

This letter is to put you and the Ohio Education Association on notice that any attempt to use any document like these Summary Plan Descriptions that are clearly not a part of any negotiated agreement, as an excuse to violate those agreements by altering or terminating benefits will not be tolerated. The continued attempts by current OEA management to alter or terminate negotiated benefits are not only unacceptable but deplorable for a supposed union to act in such a flagrant antiunion manner.

We do not accept any such statement that use of the benefits denotes acceptance of OEA terms. Terms for benefits are part and parcel to the negotiated agreements and this document has absolutely nothing to do with determining benefits provided under those agreements.

Please be advised that we have notified both the Professional Staff Union and the Ohio Associate Staff Union concerning these documents and have asked them to resolve the issue by pursuing any and all action necessary against OEA including but not limited to filing grievances, arbitrations, Unfair Labor Practice violation charges with the US Department of Labor, and action in state or federal court.

Regretfully,

John L. Wardell,
PSU Retiree

Margaret A. Harrod-Wardell,
OASU Retiree

cc: David Cook,
Jim Prater,
Norm Young,
Patty Ray,
Dennis Reardon,
Gary Allen