

THE UNIVERSITY OF AKRON

RESOLUTION 7-2-20

Approval of the Collective Bargaining Agreement between The University of Akron and the Communications Workers of America, Local 4302 (Staff Bargaining Unit)

WHEREAS, The University of Akron (the "University") and the Communications Workers of America, Local 4302, Staff Bargaining Unit, (the "SBU Unit") (collectively the "Parties") entered into a Collective Bargaining Agreement ("CBA") with an effective term of May 1, 2016 through April 30, 2020; and

WHEREAS, The Parties executed two contract extensions, extending the terms of the CBA until June 30, 2020; and

WHEREAS, The negotiating teams for the Parties have reached agreement on a Memorandum of Understanding (attached), which will extend the term of the CBA until June 30, 2021 and will modify other terms and conditions of the CBA during the term of extension; and

WHEREAS, This Memorandum of Understanding has been approved by a majority vote of the SBU Unit membership; Now, Therefore,

BE IT RESOLVED, That the proposed Memorandum of Understanding presented by the University's negotiating team, agreed to by a majority vote of the SBU Unit membership, and containing all of the tentative agreements and memoranda of understanding reached between the respective negotiating committees of the University and the SBU Unit is approved by the Board of Trustees of The University of Akron for a term effective July 1, 2020 through June 30, 2021, and that the Vice President and General Counsel is authorized to execute the necessary documents to effectuate the Agreement on behalf of the Board of Trustees.



M. Celeste Cook, Secretary
Board of Trustees



July 15, 2020

Memorandum of Understanding

The University of Akron ("University") and the Communications Workers of America, Local 4302 ("CWA"), agree that, except otherwise provided below, for a one (1) year period, beginning on July 1, 2020 and ending June 30, 2021, for the bargaining unit certified by the State Employment Relations Board (SERB) on March 14, 2013 in Case No. 2012-REP-10-0115 (aka the "SBU Unit"), as follows:

On January 30, 2020, the International Health Regulations Emergency Committee of the World Health Organization (WHO) declared the outbreak of COVID-19 a public health emergency and on March 9, 2020, Governor Mike DeWine issued executive order 2020-01D, declaring a State of Emergency.

As a result of the Governors reduction in state funding for fiscal year 2020, as well as the projected reduction in state funding for fiscal year 2021, and other financial losses resulting from the COVID-19 pandemic, the University projects a revenue shortfall of approximately \$65 million for fiscal year 2021.

Recognizing the University's current financial situation, and to assist the University with the budget shortfall, and in sharing the sacrifice of non-bargaining unit University employees, the SBU Unit agrees to the following regarding wages and other terms and conditions of employment.

Wages

The SBU Unit agrees to accept an across-the-board, wage reduction of one percent (1%) for the 2021 fiscal year (July 1, 2020 through June 30, 2021). The first pay period of the 2021 fiscal year was effective on June 22, 2020, therefore the employees in the SBU unit employees agree to accept the voluntary wage reduction beginning on that date.

Health Insurance Premiums

As a result of the savings gained from the voluntary wage reductions, above, there will be no increase in the SBU Unit employees' percentage of health insurance premium contributions. This arrangement is different (i.e. more favorable) to the SBU Unit than that for other, non-bargaining unit employees. The parties agree to revisit the issue of Health Insurance Premiums for the 2022 fiscal year.

Furloughs

The SBU Unit agrees to permit the University to implement up to two (2) furlough days per month (maximum 24 furlough days for the 2021 fiscal year). The furloughs would be implemented consistent with University Rule 3359-11-02.1, with the exception as to the total number of days.

Retiree Spouse and Dependent Healthcare Coverage

Effective January 1, 2021, the SBU Unit agrees to the permanent discontinuation of the retiree spouse and dependent healthcare coverage benefit. This change is consistent with the discontinuation of this benefit for the non-bargaining unit University employees.

Retirement

The employees in the SBU Unit, along with other non-bargaining unit employees, were given the opportunity to retire on or before January 1, 2021 so long as they documented their intention to retire prior to June 30, 2020.

The Collective Bargaining Agreement


The parties agree that, with the exception of the deletion of Article 2, Section 6 as a result of the *Janus* court decision and the modification to Article 34 (Insurance) regarding health care premium contributions, the terms and conditions contained in Collective Bargaining Agreement, effective May 1, 2019 through April 30, 2020, as was mutually extended through June 30, 2020, shall remain in place for the duration of the this MOU and that said agreement will remain in full force and effect until midnight on June 30, 2021. The parties agree to follow Article 35, Duration, to negotiate a successor agreement.

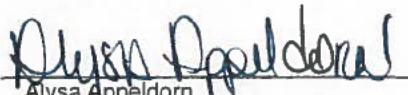
This MOU and Collective Bargaining Agreement are contingent on the ratification by the SBU Bargaining Unit and the University Board of Trustees.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be made effective this 6 day of July, 2020.

Recommended by:  Date: 07/06/2020
Mark G. Stasitis


THE UNIVERSITY OF AKRON

By:  Date: 07/06/2020
M. Celeste Cook

Witness:  Date: 07/06/2020
Alysa Appeldorn

THE COMMUNICATIONS WORKERS OF AMERICA, LOCAL 4302

By:  Date: 7/3/2020

Witness:  Date: 7/3/2020