

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 January 10, 1985 in Case No. 84-RC-04-0794 (aka the “CWA 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 CWA Unit agrees to the following regarding wages and other terms and conditions of employment.

Wages

The CWA Unit agrees to accept an across-the-board, wage reduction of three-quarters of one percent (.75%) 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 CWA 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 CWA Unit employees’ percentage of health insurance premium contributions. This arrangement is different (i.e. more favorable) to the CWA 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 CWA 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 furlough 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 CWA Unit agrees to 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 CWA 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

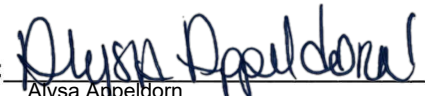
The parties agree that, with the exception of the deletion of Article 4, Section 6 as a result of the *Janus* court decision and the modification to Article 35, Section 4(A) regarding health care premium contributions, the terms and conditions contained in Collective Bargaining Agreement, effective May 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 36, Duration, to negotiate a successor agreement. .

This MOU and Collective Bargaining Agreement are contingent on the ratification by the CWA Bargaining Unit and the approval of 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