Extension of Collective Bargaining Agreement
between
Cleveland State University
and
SEIU District 1199

This Agreement is entered into this 30th day of September, 2009 by and between Cleveland State University (“University”) and SEIU District 1199, the Health Care and Social Service Union, Change to Win Federation (“SEIU”).

1. The July 1, 2006 through and including June 30, 2009 collective bargaining agreement (CBA) between the University and SEIU, which was extended to September 30, 2009 by mutual agreement of the parties, is hereby further extended for the term of October 1, 2009 through and including September 30, 2010.

2. For the duration of the extended agreement (October 1, 2009 through and including September 30, 2010), there will be no increase in employee compensation. For the purposes of this agreement, “employee compensation” shall include the following specified items of employee remuneration as identified in the CBA: Article XVI: §§ 1 – 5 across-the-board base salary increases; §§9.B., C. & D. equity adjustments resulting from the application of the movement-through-range program; and §10. Summer and intercession teaching assignments.

3. The University commits that there shall be no increases in “employee compensation” as specified in Section 2. above for non-bargaining unit professional staff for the period extending from October 1, 2009 through and including June 30, 2010. If during such time (October 1, 2009 through and including June 30, 2010) the University grants increases in “employee compensation” as specified in Section 2. above to any non-bargaining unit professional staff, SEIU shall have the right to file a group grievance the sole remedy for which, if the grievance is sustained, shall be the rescission of the contested increase. This provision does not apply to initial salary placement into non-bargaining professional staff position vacancies if for recruitment purposes the University determines that there is a need to adjust the salary for the new hire above that of the prior incumbent; these placements may be either internal or external hires.

4. Article XXVI Position Changes and Posting is amended as set forth in Attachment A.

5. The terms of the July 1, 2006 through and including June 30, 2009 collective bargaining agreement between the University and SEIU, which was extended to September 30, 2009 by mutual agreement of the parties, shall continue in full force and effect through September 30, 2010 except as otherwise modified by
and through this Agreement. Due to the limited scope of the agreed language changes, the CBA will not be re-printed or reformatted to incorporate the changes.

FOR THE UNIVERSITY

Robert J. Pietrykowski
Assistant VP for HR & Chief Negotiator

FOR SEIU

Becky Williams
President, SEIU District 1199