

**MEMORANDUM OF UNDERSTANDING**

**CLEVELAND STATE UNIVERSITY and SERVICE EMPLOYEES INTERNATIONAL UNION**

It is hereby agreed by Cleveland State University (“The University”) and Service Employees International Union (“The Union”) the following:

- All bargaining members will be reduced by 20 furlough days with a commensurate reduction in pay instead of 5 days per fiscal year as outlined in Article 35.
- All bargaining members agree to forgo the notification requirements per Article 35.
- All furlough days must be used between June 1, 2020 through August 21, 2020 and must be approved by the employee’s supervisor.
- Employees will continue to receive all health benefits while furloughed and employee will be responsible to continue to pay premiums.
- Employees are encouraged to take the furlough in 5 day increments so they could be eligible for unemployment benefits. However, non-exempt employees may choose, with supervisor approval, to take the furlough in less than 5 day increments. Exempt employees must take the furlough in 5 day increments (a full workweek).
- Sick or vacation time cannot be used while furloughed. Sick time will continue to accrue while furloughed.
- Seniority will continue to accrue while furloughed.

FOR THE UNION:

FOR THE UNIVERSITY:

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