

**Memorandum of Understanding Between
Cleveland State University and The Service Employees International Union, District 1199
WV/KY/OH, the Health Care and Social Service Union
Regarding Wage Increases and a One Year Contract Extension**

The Parties agree to the following terms:

1. The Parties shall replace the CBA with a consolidated contract comprised of two separate labor contracts: First Contract in effect from November 1, 2020 through June 30, 2022, with the terms set forth in Item #2 ("First CBA"); Second Contract in effect from July 1, 2022 through October 31, 2024, with the terms set forth in Item #3 ("Second CBA") (collectively the "Consolidated Contract").
2. Consolidated Contract: The Consolidated Contract contains the following provisions:
 - Article 16 will remain current contract language except for Section 1 titled Salary Pool, which is modified as follows:

Section 1. Salary Pool.

- A. Effective FY'21, July 1, 2020, the total salary pool for wage increases is 0%.
- B. The total salary pool for wage increases effective July 1, 2021 is two and one-half percent (2.5%) allocated as an across-the-board base salary increase only payable to Eligible Employees as defined in Article 16, Section 1(B)(1)
 1. To be an Eligible Employee for an across-the-board base salary increase effective July 1, 2021, the employee must:
 - (a) have a salary that does not exceed the maximum of their grade;
 - (b) have continuous employment on or before April 1, 2021 in a permanent or funds available status position; and
 - (c) be employed by the University at the time of disbursement of the July 1, 2021 across-the-board salary increase.
 2. The amount to be paid to an Eligible Employee under this section cannot result in the employee's salary exceeding the maximum of their grade and will be less than two and one half percent (2.5%) in that circumstance.
 3. An employee who but for his/her salary exceeding the maximum of his/her grade would have otherwise been an Eligible Employee under this section will receive a lump sum payment, at the end of the fiscal year as follows:

Non-Technology Positions	
Grade	Lump Sum Amount
1	\$1,113.85
2	\$1,260.43
3	\$1,436.28
4	\$1,630.53
5	\$1,850.33
6	\$2,103.13

Technology Positions	
Grade	Lump Sum Amount
1	\$1,260.43
2	\$1,436.28
3	\$1,630.53
4	\$1,850.33
5	\$2,103.13
6	\$2,396.28

7	\$2,396.28
8	\$2,715.00
9	\$3,077.78

7	\$2,715.00
8	\$3,077.78
9	\$3,570.23

If the employee leaves employment with the University during the fiscal year, s/he/they will be paid that portion of the lump sum for the period in which s/he/they was in active status.

C. The total salary pool for wage increases effective July 1, 2022 is two percent (2.0%) allocated as an across-the-board base salary increase only payable to Eligible Employees as defined in Article 16, Section 1(C)(1).

1. To be an Eligible Employee for an across-the-board base salary increase effective July 1, 2022, the employee must:
 - (a) have a salary that does not exceed the maximum of their grade;
 - (b) have continuous employment on or before April 1, 2022 in a permanent or funds available status position; and
 - (c) be employed by the University at the time of disbursement of the July 1, 2022 across the-board salary increase.
2. The amount to be paid to an Eligible Employee under this section cannot result in the employee's salary exceeding the maximum of their grade and will be less than two percent (2.0%) in that circumstance.
3. An employee who but for his/her salary exceeding the maximum of his/her grade would have otherwise been an Eligible Employee under this section will receive a lump sum payment, at the end of the fiscal year as follows:

Non-Technology Positions	
Grade	Lump Sum Amount
1	\$891.08
2	\$1,008.34
3	\$1,149.02
4	\$1,304.42
5	\$1,480.26
6	\$1,682.50
7	\$1,917.02
8	\$2,172.00
9	\$2,462.22

Technology Positions	
Grade	Lump Sum Amount
1	\$1,008.34
2	\$1,149.02
3	\$1,304.42
4	\$1,480.26
5	\$1,682.50
6	\$1,917.02
7	\$2,172.00
8	\$2,462.22
9	\$2,856.18

If the employee leaves employment with the University during the fiscal year, s/he/they will be paid that portion of the lump sum for the period in which s/he/they was in active status.

D. The total salary pool for wage increases effective July 1, 2023 is one and one-half percent (1.5%) allocated as an across-the-board base salary increase only payable to Eligible Employees as defined in Article 16, Section 1(D)(1)

1. To be an Eligible Employee for an across-the-board base salary increase effective July 1, 2023, the employee must:
 - (a) have a salary that does not exceed the maximum of their grade;

- (b) have continuous employment on or before April 1, 2023 in a permanent or funds available status position; and
 - (c) be employed by the University at the time of disbursement of the July 1, 2023 across-the-board salary increase.
2. The amount to be paid to an Eligible Employee under this section cannot result in the employee's salary exceeding the maximum of their grade and will be less than one and one-half percent (1.5%) in that circumstance.
 3. An employee who but for his/her salary exceeding the maximum of his/her grade would have otherwise been an Eligible Employee under this section will receive a lump sum payment, at the end of the fiscal year as follows:

Non-Technology Positions	
Grade	Lump Sum Amount
1	\$668.31
2	\$756.26
3	\$861.77
4	\$978.32
5	\$1,110.20
6	\$1,261.88
7	\$1,437.77
8	\$1,629.00
9	\$1,846.67

Technology Positions	
Grade	Lump Sum Amount
1	\$756.26
2	\$861.77
3	\$978.32
4	\$1,110.20
5	\$1,261.88
6	\$1,437.77
7	\$1,629.00
8	\$1,846.67
9	\$2,142.14


If the employee leaves employment with the University during the fiscal year, s/he/they will be paid that portion of the lump sum for the period in which s/he/they was in active status.

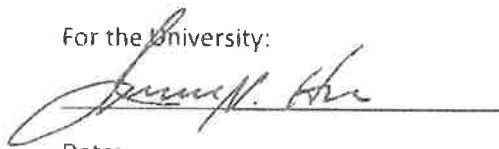
- Article 48 will be modified to read as follows:

Article 48
DURATION

This Agreement shall be in full force and effect from November 1, 2020 through and including June 30, 2022 at which time a second agreement shall be in effect from July 1, 2022 through October 31, 2024.

- All other provisions of the CBA will remain current contract language, with no modifications.

For the Union:

 Date:
 7/6/2022

For the University:

 Date:
 6/23/22

