



MEMORANDUM OF UNDERSTANDING

SSU/CWA Collective Bargaining Agreement 2020-2023; 2023-2026

Re: Abolishment of University Staff Assembly


WHEREAS: ARTICLE 2, RECOGNITION, states that the University Staff Assembly (USA) exists as a representative for all bargaining-unit members for all matters that do not relate to collective bargaining, or wages, hours and terms and conditions of employment;

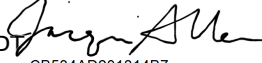
WHEREAS: the USA group has consistently had low participation and utility for a number of consecutive years; and

WHEREAS: both parties agree that having one body for all communications to bargaining-unit members would increase efficiency and effectiveness;

THEREFORE, BE IT RESOLVED that the parties agree to abolish the University Staff Assembly effective October 15, 2023, *as follows*:

1. All University communications typically sent to or conducted with USA shall be redirected to CWA and/or its leadership. The CWA distribution list shall become the sole electronic method of making announcements to regular hourly employees that are not included in another group, such as ATSS.
2. For committees requiring the participation of hourly employees, selection of those employees shall be conducted through CWA and among its membership.
3. The parties agree that all items not currently subject to collective bargaining shall remain outside the scope of bargaining. This agreement is not intended to expand the rights and responsibilities of the bargaining unit or the University.

DocuSigned by:

 7C66BD15E070401...
 Signature _____
 Date 10/12/2023 | 12:31 PM PDT

DocuSigned by:

 CB534AD201314B7...
 Signature _____
 Date 10/12/2023 | 2:37 PM EDT

For the University:
Eric Braun, J.D.
Interim President, Shawnee State University

For the Union:
Jacqueline Allen, Vice President Local 4372
Communications Workers of America