

ARTICLE 1

INTRODUCTION

A. BASIC PRINCIPLES

SHAWNEE STATE UNIVERSITY (herein called “the University”) and COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO (herein called “the Union”) having engaged in discussions for the purpose of establishing harmonious employment relationships, have as a result agreed in certain principles (hereinafter called “Agreement”) and state as follows:

1. The Union and the University agrees that the principles of the productivity and quality of work performance are essential for the continuation of employment, fair wages and benefits, and good working conditions for bargaining unit employees.
2. It is recognized that the University is a public trust operated for the benefit of students for their education.
3. It is recognized that the organization and operation of the University differ from that in the private sector and that the University - Union relationship may have differences and similarities to management - union relationships in private industry.
4. It is recognized that it is in the best interest of all parties to promote effective relations between the University and the Union.