

## **ARTICLE 2**

### **RECOGNITION**

#### **A. RECOGNITION**

The University recognizes Communications Workers of America (CWA) as the sole and exclusive bargaining representative for those employees included in the bargaining unit as defined and certified by the State Employment Relations Board, Case No: 87-REP-10-0248 on May 5, 1988.

#### **B. INCLUDED**

All full-time and regular part-time hourly employees including but not limited to the job classifications outlined in Appendix A of this Agreement.

#### **C. EXCLUDED**

All professional, managerial, supervisory, confidential, seasonal and casual employees as defined under O.R.C. 4117.01 and all other employees not expressly included in the unit.

#### **D. CHANGES/NEW POSITIONS**

It is understood that if the University changes the title of a job classification within the bargaining unit and does not change the duties, responsibilities or assignment, the job title will continue to be included in the bargaining unit provided the employee is a public employee as defined in O.R.C. Section 4117.01 (C).

It is understood that nothing in this Article precludes the University from creating new bargaining unit or non-bargaining unit positions.

The University recognizes that the Union has the right to pursue any dispute regarding this Article with the State Employment Relations Board (SERB) in accordance with Ohio Administrative Code Section 4117-5-01 (F).

#### **E. UNIVERSITY STAFF ASSEMBLY (USA)**

Both parties to this Agreement recognize the Communications Workers of America, AFL-CIO, as the sole representative of the hourly bargaining unit in all matters affecting wages, hours, or terms and other conditions of employment, and the continuation, modification, or deletion of an existing provision to this collective bargaining agreement. Both parties to this Agreement recognize the University Staff Assembly or other organizations approved by the USA as they exist, as the representative for all matters that do not pertain to or affect wages, hours, or terms and other conditions of employment.