



MEMORANDUM OF UNDERSTANDING

SSU/CWA Collective Bargaining Agreement 2016-2019

Re: Pilot Apprentices Program

WHEREAS: ARTICLE 26 of the expired 2013-2016 CBA, MAINTENANCE APPRENTICE PROGRAM (MAP), was eliminated from the 2016-2019 collective bargaining agreement;

WHEREAS: both parties agreed to an MOU during 2016 negotiations to redesign a more robust regionally-based apprentice program using a staff development approach, supplemented by CWA maintenance professionals (mentors) and the Scioto County Career Technical Center (SCCTC);

Whereas both parties have engaged in redesign activities over the last several months;

THEREFORE, BE IT RESOLVED that the parties agree to establish a non-recurring, non-precedent setting pilot apprentice program to be implemented by March 1, 2018.

The following framework will apply:

- Successful bidders for open apprentice positions will have return rights to their current roles (home positions) for the duration of their time in the apprentice program
- The Union agrees to allow the Article 11, B.2.a limits on temporary employees (180 days) to be extended for CWA apprentices' home positions through completion of the Apprentice Program (approximately 2 years) This extension will apply only to the pilot apprentice program.
- The University will complete performance gates with SCCTC for 6 – 12 – 18 - 24 months, using the objective input from SCCTC to integrate the supervisor's and maintenance mentors' evaluations. These evaluations will be used as developmental milestones to ensure continued development and progression to successful completion, or return to home position
- Those who successfully complete the apprentice program will follow contractual provisions for promotion into the maintenance worker position. That promotion will follow Article 13, Section I.
- CWA apprentices will retain all rights and responsibilities specified in the CBA throughout the apprentice program
- CWA apprentices will maintain current pay structure for home position and receive any applicable pay increases per the CBA

- CWA officials will encourage its members to participate as mentors (training to be provided by the University)
- Both parties will maintain quarterly review meetings with CWA officials and stewards on the pilot program status, required short and long term program adjustments, and other organizational barriers to successful implementation of the program

Rick S. Kurtz (date)

For the University: 3/2/18
Rick Kurtz, Ph.D.
President, Shawnee State University

Aaron Carpenter (date)
2-28-18

For the Union:
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