

AGREEMENT

SSU/CWA Collective Bargaining Agreement 2023-2026


Re: Wage Reopener

This AGREEMENT is entered into by and between SHAWNEE STATE UNIVERSITY ("SSU") and the COMMUNICATION WORKERS OF AMERICA, ALF-CIO ("Union").

WHEREAS, SSU and the Union commenced collective bargaining negotiations pursuant to Article 13, Section H of the 2023-2026 Collective Bargaining Agreement ("CBA") for the sole purpose of considering potential "wage only" increases for the final year of the CBA.

NOW, THEREFORE, in consideration of the mutual promises and agreements contained herein, the Union and SSU agree to the following;

1. Retroactive to November 13, 2025, a two-and-one-half percent (2.5%) increase shall be applied to each of the twelve steps in Hourly Wage-Rate Schedule, attached hereto.
2. Retroactive to November 13, 2025, each bargaining unit employee shall advance one (1) step in the Hourly Wage-Rate Schedule following the application of the two-and-one-half percent (2.5%) increase referenced in the preceding paragraph.
3. For the purposes of this CBA only, and without establishing precedent for any future agreements, effective November 13, 2025, Step 1 of the Hourly Wage-Rate Schedule shall be eliminated. All newly hired employees shall be placed at the designated new-hire rate (Step 2) upon hire. Upon successful completion of the 180-calendar-day probationary period, the employee shall advance to Step 3 in accordance with the Hourly Wage-Rate Schedule.

 1/20/26

Signature Date

For the University:

Eric Andrew Braun, J.D., Ed.D.

President, Shawnee State University

 1-13-26

Signature Date

For the Union:

Aaron Carpenter, Local 4372

Communications Workers of America

OLD CWA CLASSIFICATION TABLE

| LEVEL | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| A/B | \$ 13.79 | \$ 14.20 | \$ 14.78 | \$ 15.36 | \$ 16.00 | \$ 16.56 | \$ 17.06 | \$ 17.57 | \$ 18.11 | \$ 18.56 | \$ 19.03 | \$ 19.98 |
| C | \$ 15.17 | \$ 15.63 | \$ 16.26 | \$ 16.92 | \$ 17.59 | \$ 18.20 | \$ 18.76 | \$ 19.32 | \$ 19.91 | \$ 20.40 | \$ 20.91 | \$ 21.98 |
| D | \$ 16.70 | \$ 17.20 | \$ 17.90 | \$ 18.61 | \$ 19.36 | \$ 20.02 | \$ 20.62 | \$ 21.25 | \$ 21.90 | \$ 22.44 | \$ 23.01 | \$ 24.17 |
| E | \$ 18.35 | \$ 18.90 | \$ 19.66 | \$ 20.45 | \$ 21.28 | \$ 22.02 | \$ 22.68 | \$ 23.37 | \$ 24.08 | \$ 24.67 | \$ 25.31 | \$ 26.59 |
| F1 | \$ 17.84 | \$ 18.37 | \$ 19.11 | \$ 19.88 | \$ 20.42 | \$ 21.39 | \$ 22.04 | \$ 22.69 | \$ 23.37 | \$ 23.96 | \$ 24.56 | \$ 25.30 |
| F2 | \$ 19.62 | \$ 20.21 | \$ 21.02 | \$ 21.86 | \$ 22.44 | \$ 23.51 | \$ 24.23 | \$ 24.96 | \$ 25.71 | \$ 26.35 | \$ 27.01 | \$ 27.83 |
| F3 | \$ 21.58 | \$ 22.23 | \$ 23.12 | \$ 24.05 | \$ 24.70 | \$ 25.31 | \$ 26.65 | \$ 27.45 | \$ 28.28 | \$ 28.99 | \$ 29.71 | \$ 30.61 |
| F4 | \$ 22.92 | \$ 23.60 | \$ 24.55 | \$ 26.45 | \$ 27.50 | \$ 28.47 | \$ 29.32 | \$ 30.20 | \$ 31.11 | \$ 31.89 | \$ 32.68 | \$ 33.67 |

NEW CWA CLASSIFICATION TABLE - EFFECTIVE NOVEMBER 13, 2025 - INCREASE 2.5% ACROSS ALL STEPS + 1 STEP TO MAX OF 12

| LEVEL | 1 delete | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| A/B | | \$ 14.56 | \$ 15.15 | \$ 15.74 | \$ 16.40 | \$ 16.97 | \$ 17.49 | \$ 18.01 | \$ 18.56 | \$ 19.02 | \$ 19.51 | \$ 20.48 |
| C | | \$ 16.02 | \$ 16.67 | \$ 17.34 | \$ 18.03 | \$ 18.66 | \$ 19.23 | \$ 19.80 | \$ 20.41 | \$ 20.91 | \$ 21.43 | \$ 22.53 |
| D | | \$ 17.63 | \$ 18.35 | \$ 19.08 | \$ 19.84 | \$ 20.52 | \$ 21.14 | \$ 21.78 | \$ 22.45 | \$ 23.00 | \$ 23.59 | \$ 24.77 |
| E | | \$ 19.37 | \$ 20.15 | \$ 20.96 | \$ 21.81 | \$ 22.57 | \$ 23.25 | \$ 23.95 | \$ 24.68 | \$ 25.29 | \$ 25.94 | \$ 27.25 |
| F1 | | \$ 18.83 | \$ 19.59 | \$ 20.38 | \$ 20.93 | \$ 21.92 | \$ 22.59 | \$ 23.26 | \$ 23.95 | \$ 24.56 | \$ 25.17 | \$ 25.93 |
| F2 | | \$ 20.72 | \$ 21.55 | \$ 22.41 | \$ 23.00 | \$ 24.10 | \$ 24.84 | \$ 25.58 | \$ 26.35 | \$ 27.01 | \$ 27.69 | \$ 28.53 |
| F3 | | \$ 22.79 | \$ 23.70 | \$ 24.65 | \$ 25.32 | \$ 25.94 | \$ 27.32 | \$ 28.14 | \$ 28.99 | \$ 29.71 | \$ 30.45 | \$ 31.38 |
| F4 | | \$ 24.19 | \$ 25.16 | \$ 27.11 | \$ 28.19 | \$ 29.18 | \$ 30.05 | \$ 30.96 | \$ 31.89 | \$ 32.69 | \$ 33.50 | \$ 34.51 |