



MEMORANDUM OF UNDERSTANDING

SSU/CWA Collective Bargaining Agreement 2020-2023

Re: Utilities/Maintenance Wage Restructuring

WHEREAS: ARTICLE 13, PAY PLAN/WAGES, addresses classification titles and grades/levels (outlined in Appendix A) and hourly wages (outlined in Appendix B) and contains no provision for a “skilled labor” wage scale;

WHEREAS: both parties agree an adjustment to the current Utilities and Maintenance wage structure is paramount to recruit employees with the required level of skills/experience necessary to maintain operations;

THEREFORE, BE IT RESOLVED that the parties agree to establish a separate wage structure for classifications that fall within the Utilities and Maintenance departments to take effect on December 10, 2022 *as follows*:

1. New wages will be reflected beginning with the December 30, 2022 pay.
2. The Facilities/Maintenance section of Appendix A will be updated to:

FACILITIES/MAINTENANCE	
<u>Classification Title</u>	<u>Level</u>
Custodian	A
Facilities Project Specialist	E
Facilities Utilities Generalist I	F1
Maintenance Generalist	F1
Facilities Utilities Generalist II	F2
Maintenance Mechanic I	F2
Maintenance Mechanic II	F3
Maintenance Technician	F4

3. The following wage scale will be added to Appendix B in addition to the current Hourly Wage-Rate Structure:

CWA Utilities/Maintenance Classification Table												
Level	1	2	3	4	5	6	7	8	9	10	11	12
F1	17.66	18.19	18.92	19.68	20.22	21.18	21.82	22.47	23.14	23.72	24.32	24.68
F2	19.43	20.01	20.81	21.64	22.22	23.28	23.99	24.71	25.46	26.09	26.74	27.15
F3	21.37	22.01	22.89	23.81	24.46	25.06	26.39	27.18	28.00	28.70	29.42	29.86
F4	22.69	23.37	24.31	26.19	27.23	28.19	29.03	29.90	30.80	31.57	32.36	32.85

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Jeffrey A. Bauer

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Signature

Date

For the University:
Jeffrey Bauer, Ph.D.
President, Shawnee State University

DocuSigned by:

Jacqueline Allen

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Signature

Date

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