

**Tentative Agreement for a One-Year Extension of the CSU-AAUP/CSU-AAUP-LS  
Collective Bargaining Agreements**

August 10, 2020

After negotiations, as facilitated by FMCS Commissioner Williams, the negotiation teams reached tentative agreements for a one-year extension of the CSU-AAUP and CSU-AAUP(Law) labor contracts, as follows:

1. Wages – (for both contracts)

Bargaining unit members receive a temporary base salary reduction effective August 16, 2020 through the date the administration's salary cuts expire or are reduced, or August 15, 2021, whichever occurs first ("Duration of the Temporary Salary Reduction"). Base salary does not include stipends, overload compensation, or summer salary/summer school teaching salary. The Duration of the Temporary Salary Reduction is intended to affect 50% of the base salary of the bargaining unit members' annual appointment, unless the cuts for administrators are extended. At this time, the administration's salary reductions expire December 31, 2020, which is 50% of their base salary of their annual appointment (i.e. July 1 through June 30).

If the salary reduction is implemented after the salary for the 2020-2021 academic year begins, it will be spread out for all pays during the first half of the 2020-2021 academic year.

The reductions shall be as follows:

- a. For bargaining unit members with a current base salary of \$125,000 or higher, a 3% base salary reduction;
- b. For bargaining unit members with a current base salary of between \$124,999 through \$100,000, a 2% base salary reduction;
- c. For bargaining unit members with a current base salary of between \$99,999 through \$70,000, a 1.5% base salary reduction;
- d. For bargaining unit members with a current base salary of \$69,999 or below, a 1% base salary reduction.

2. Promotional Increments – (for both contracts)

Promotion increments and the corresponding increases to rank minimum salary (for AAUP Article 17, sections 17.1 and 17.3; for AAUP/Law Article 17, section 17.1) will be provided in the amount specified in the 2017-2020 CBA for the term 8/16/20 to 8/15/21.

3. Merit Recognition – (for both contracts)  
The merit recognition program will be suspended for the 2020-2021 academic year, with no merit awards to be distributed (AAUP – Article 17, section 17.4; AAUP/Law Article 17.3).
4. Outside Offers of Employment—(for both contracts)  
For the 2020-2021 academic year, only \$25,000 shall be available to the Provost for a salary increase pool (AAUP—Article 17.5; AAUP/Law Article 17.4), the remainder of the otherwise available funds will be allocated towards the University’s budget reduction efforts. Unused funds from the retention pool shall revert to central University funds.
5. Travel Expenses – (for both contracts)  
Any Article 26 monies in the budget for Fiscal Year 2020 that remain unused as of July 1, 2020 shall be contributed toward the University’s budget reduction efforts for Fiscal Year 2021 and shall not be available for reimbursement to faculty under either contract. For both contracts, the parties agree Article 26 shall not apply during Fiscal Year 2021 and that the monies otherwise available will now be allocated towards the University’s budget reduction efforts.
6. Other terms – (for both contracts)  
All other terms of the CBA dated August 16, 2017 through August 15, 2020 will remain in effect through August 15, 2021 unless the parties agree otherwise.
7. Successor negotiations – (each contract to be handled separately, unless the parties agree otherwise in March 2021)  
The parties will establish a mutually agreeable date(s) in March 2021 to commence negotiations with the goal of reaching agreement on a three-year contract beginning August 16, 2021.
8. All bargaining teams would recommend ratification / adoption of each one-year extension tentative agreement to their respective constituents.
9. The parties will draft a joint public statement that says they have reached a tentative agreement, but without any details. No other details may be disclosed by the parties to anyone (excluding the AAUP communicating to its members or the administration communicating to the University Board of Trustees in a non-public manner that is authorized by law (e.g. attorney-privileged communication to Board members)) until after both AAUP bargaining units have completed their ratification process and the Board its adoption process.

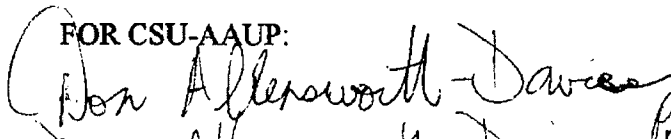
It is understood both AAUP bargaining units will be informed by the CSU-AAUP and CSU-AAUP(Law) leadership of the tentative agreement and its details. After

ratification by either AAUP bargaining unit, the University President will present one or both tentative agreement(s) to the University Board of Trustees for adoption. After said adoption, the parties will draft a joint public statement outlining the agreement reached.


The parties anticipate the AAUP units will hold their ratification process no later than August 31, 2020. The Board anticipates it will hold a meeting as soon as practicable thereafter.

IT IS SO AGREED this \_\_\_ day of August, 2020.

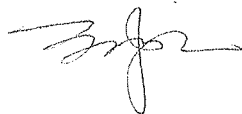
FOR CSU-AAUP:

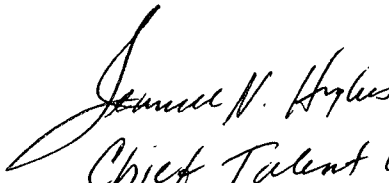
  
Don Allensworth-Davies, President

FOR CSU-AAUP(LAW):

, CANDICE O. HEYWARD, PRESIDENT

FOR CLEVELAND STATE UNIVERSITY:

 Provost and Senior Vice President for Academic Affairs

  
Samuel N. Hykes  
Chief Talent Officer / Chief HR Officer