

AGREEMENT

This AGREEMENT is entered into by and between The University of Akron ("The University") and Local 4302, Communications Workers of America ("The Union"), this ____ day of May, 2014.

WHEREAS, the University and the Union commenced collective bargaining negotiations on a wage reopener pursuant to Article 36, Section 1 of the 2013-2015 Collective Bargaining Agreement for wages to be paid employees, who are members of the Union's bargaining unit, for the period commencing July 1, 2013 and continuing to June 30, 2014.

NOW, THEREFORE, in consideration of the mutual promises and agreements contained herein, The University and the Union agree as follows:

1. There is no wage increase for the year July 1, 2013 – June 30, 2014.
2. The hourly wage rates for bargaining unit employees shall be increased by 2 percent effective July 1, 2014.

The foregoing terms are agreed to this ____ day of May, 2014, by:

Communications Workers
of America, Local 4302

The University of Akron

By: [Signature]
Title: President CWA 4302
Date: 5-9-14

By: [Signature]
Title: TED A. MALLO
Secretary
Board of Trustees
Date: 5/6/2014

The University of Akron
2014-2015
Salary Schedule
CWA

Range	Hire Rate	Regular Rate
1	\$12.71	\$13.10
2	\$13.29	\$13.72
3	\$13.95	\$14.37
4	\$14.65	\$15.11
5	\$15.38	\$15.88
6	\$16.21	\$16.73
7	\$17.00	\$17.44
8	\$17.98	\$18.54
9	\$19.15	\$19.89
24	\$12.53	\$12.91
25	\$14.85	\$15.38
27	\$16.43	\$17.00
28	\$17.44	\$17.98
50	\$12.21	---
51	\$12.79	---

Effective: 6/30/14

Apprenticeship and Job Training Program Wage Progression Schedule 2014-15

Skilled Trades (HVAC, Carpenter, Plumbing, and Electrical and Maintenance Repair) Four (4) Year Apprenticeship Program & Four Year Job Training Program for Locksmith

Starting Rate of Pay (current grade 5)	\$15.88
Completion of One Year of Training	\$17.44 Trades
Completion of Two Years of Training	\$18.54
Completion of Three Years of Training	\$19.89 Master
Completion of Four Years of Training	\$21.31 Certified Rate

Three Year Apprenticeship Program for Paint Shop

Starting Rate of Pay (current grade 5)	\$15.88
Completion of One Year of Training	\$17.44 Trades
Completion of Two Years of Training	\$18.54 Master
Completion of Three Years of Training	\$19.89 Certified Rate

Two Year Training Program for Maintenance Repair Workers

Starting Rate of Pay (current grade 5)	\$15.88
Completion of One Year of Training	\$17.44
Completion of Two Years of Training	\$18.54 Certified Rate

Note: Two year program replaced by 4 year certified apprenticeship program in 2009.

Training Program for Food Service Workers

Starting Rate of Pay (current grade 1)	\$13.10
Completion of One Year of Training	\$13.72 Certified Rate (\$0.62)

Training Program for Cooks

Starting Rate of Pay (current grade 3)	\$14.37
Completion of One Year of Training	\$15.11 Certified Rate (\$0.74)

Training Program for Building Services

Starting Rate of Pay (current grade 2)	\$13.72
Completion of One Year of Training	\$14.37 Certified Rate (\$0.65)

Starting Rate of Pay (current grade 4)	\$15.11
Completion of One Year of Training	\$15.88 Certified Rate (\$0.77)

Training Program for Grounds

Starting Rate of Pay (current grade 4)	\$15.11
Completion of One Year of Training	\$15.88 Certified Rate (\$0.77)

Starting Rate of Pay (current grade 5)	\$15.88
Completion of One Year of Training	\$16.73 Certified Rate (\$0.85)

Starting Rate of Pay (current grade 6)	\$16.73
Completion of One Year of Training	\$17.44 Certified Rate (\$0.71)