

MEMORANDUM OF UNDERSTANDING
TERM OF AGREEMENT – AUGUST 16, 2014– AUGUST 15, 2017

No. 15-XXX

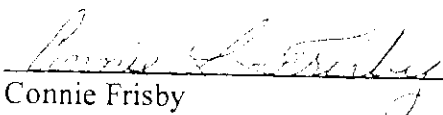
15-003 of MB

This Memorandum of Understanding is entered into between Youngstown State University (the "University") and the Youngstown State University Association of Classified Employees ("YSU-ACE") regarding the continuing effectiveness and implementation of the Settlement Agreement to Grievance Nos. 615 and 651 ("Settlement Agreement") notwithstanding the changes to personal leave accumulation under the Article 15, Section 15.26 of the proposed collective bargaining agreement between the parties (term of agreement, August 16, 2014-August 15, 2017) (the "New Agreement").

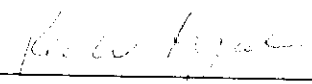
1. Bargaining unit employees who were eligible to request a cash payment for unused personal leave under the Settlement Agreement shall continue to be eligible for such conversion under the New Agreement for those time periods stated in the Settlement Agreement. The University and YSU-ACE shall negotiate an updated payment schedule to replace the payment schedule contained in the Settlement Agreement.
2. The cash conversion eligibility and the agreed-upon balances and amounts that each eligible employee is entitled to receive under the Settlement Agreement shall not be affected by the reduction in personal leave accumulation balances and conversion to sick leave contained in Article 15, Section 15.26 of the New Agreement.

The parties agree that there are no collateral or side agreements, promises or undertakings related to this Memorandum of Understanding other than those expressly and specifically stated herein.

For the Association of Classified Employees: **For Youngstown State University:**



Connie Frisby
YSU-ACE President



Kevin W. Reynolds
Chief Human Resources Officer

Date: 5/5/15

MEMORANDUM OF UNDERSTANDING
TERM OF AGREEMENT – AUGUST 16, 2014 – AUGUST 15, 2017

No. ~~15-XXX~~

15-002 of LAB

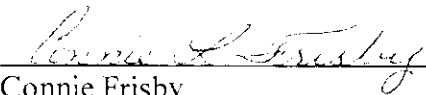
This Memorandum of Understanding is entered into between Youngstown State University (the "University") and the Youngstown State University Association of Classified Employees ("YSU-ACE") regarding the establishment of a joint committee to review included and excluded bargaining unit positions. The joint committee's responsibilities shall be as follows:

- Delete outdated positions
- Update position titles and replace outdated position titles with current titles
- Identify positions for possible exclusion as supervisory, management-level, fiduciary or confidential, as defined in O.R.C. § 4117.01, including reassignment or consolidation of excluded responsibilities to keep exclusions to a minimum
- Submit any agreed-upon changes to the State Employment Relations Board via a joint Petition for Clarification of the Bargaining Unit and/or for Amendment of Certification
- Submit any unresolved changes to the State Employment Relations Board via a YSU-filed Petition for Clarification of the Bargaining Unit
- Incorporate the agreed-upon changes into the collective bargaining agreement by preparing updated lists of included and excluded bargaining unit positions to replace the current Appendices A and B of the collective bargaining agreement by separate Memoranda of Understanding.

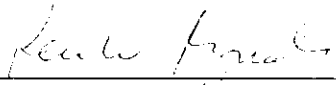
The joint committee shall be required to conduct its first meeting no later than thirty (30) days after ratification by both parties of the 2014-17 collective bargaining agreement and to conclude its efforts no later than June 1, 2016, at which time joint or unilateral petitions shall be filed with the State Employment Relations Board.

The parties agree that there are no collateral or side agreements, promises or undertakings related to this Memorandum of Understanding other than those expressly and specifically stated herein.

For the Association of Classified Employees: For Youngstown State University:



Connie Frisby
YSU-ACE President



Kevin W. Reynolds
Chief Human Resources Officer

Date: 5/5/15