

Final Tentative Agreement for a One-Year Extension of the CSU-AAUP (Main Campus Unit) Collective Bargaining Agreement

May 6, 2024

The CSU Administration and the CSU-AAUP (Main Campus Unit) agree to a Final Tentative Agreement for a one (1) year extension of the CSU-AAUP labor contract, as follows:

1. Article 17 titled *Salary* subsection 17.2 titled *Across-the-Board Salary Increases* shall be fully deleted and replaced with the following:

Effective at the beginning of academic year 2024-2025, all continuing bargaining unit members shall receive a one percent (1.0%) salary increase. Continuing bargaining unit members are those faculty who were members of the bargaining unit or administrative faculty members on March 31, 2024, and who are members of the bargaining unit at the beginning of academic year 2024-2025.

2. Article 17 titled *Salary* subsection 17.4 titled *Merit Recognition*, unnumbered paragraph 2 shall be read as follows:

For academic year 2024-2025 the merit recognition program will be suspended as no available funding exists - Section 17.4 shall be placed in abeyance accordingly.

3. Article 26 titled *Professional Development Fund* subsection 26.4, unnumbered paragraph 1, shall be revised to read as follows:

Effective at the beginning of the 2024-25 Academic Year, the University shall fund a non-cumulative annual pool of an amount that is at least \$275,000 for professional development activities and resources by bargaining unit members, proportionally available to each college, subject to the following guidelines:

4. Article 38.1 titled *Duration* shall be modified to read as follows:

This Agreement shall be effective August 16, 2024 through August 15, 2025. The parties agree to commence negotiations thereafter for a successor agreement no later than March 2025.

5. CSU and CSU-AAUP (Main Campus Unit) also agree that all other terms of the labor contract dated August 16, 2021 through August 15, 2024 shall remain current contract language.

6. The leadership for CSU administration and CSU-AAUP (Main Campus Unit) agree to recommend approval of this Final Tentative Agreement to their respective constituents. CSU-AAUP (Main Campus Unit) leadership will present this Final Tentative Agreement to its membership for a ratification vote no later than May 14, 2024. Once ratified by CSU-AAUP's (Main Campus Unit) membership, this Final Tentative Agreement shall be presented

by CSU leadership to the Board of Trustees for vote at its May 16, 2024 meeting, if it is ratified by AAUP on or before May 15, or, if ratified by AAUP after May 15, the Final Tentative Agreement shall be presented to the Board of Trustees by the CSU Administration as soon as practicable.

IT IS SO AGREED this 6th day of May, 2024.

FOR CSU-AAUP:

President, Andrew Slifkin



Chief Negotiator, Linda Quinn



FOR CLEVELAND STATE UNIVERSITY:


