April 1, 2006 through March 31, 2006

Local 4501
Communications Workers of America

and

The Ohio State University

between

Members Only Agreement
Adapted from the writings of John G. Holland

We are thankful for our presence.
Cady Cooper and Don Higgins were two such people.

In public duty and private thinking.
God people, sun-conquered people who lived above the fog
and damn his fraudulent promises without blinking
Those who would stand up to a demagogue
people who had honor who would not lie.
Who possessed opinions and a will
And the spoils of office could not buy.
People whom the lust of office could not kill.
True faith and willing hands;
Strong minds, great hearts.

April 1, 2003 through March 31, 2006
Local 4501
Communications Workers of America

And

The Ohio State University

Between

Members Only Agreement
A. "Calendar day" means all days, regardless of work schedule, to include weekends and holidays. Any reference to "days" in this agreement that does not specify otherwise is intended to mean calendar days.

Following definitions:

1.4 For purposes of this Agreement, the University and the Union have agreed to the following definitions:

1.3 The University and the Union recognize their responsibility to promote harmony between the University and the Union.

1.2 The University and the Union recognize their responsibilities under Federal, State, and local laws relating to civil rights and fair employment practices. The University and the Union agree that the University is a public trust operated for the benefit of students for their education.

1.1 The University is a public trust operated for the benefit of the students of the University and some similarities.

D. It is recognized that the University is a public trust operated for the benefit of students for their education.

C. It is recognized that the University is a public trust operated for the benefit of the students of the University.

B. It is agreed that the organization and operations of the University differ form the operations of the private industry.

A. Improving performance and designing improved performance programs will continue to be a priority for the Union and the University.

Certain principles (hereinafter called "the Agreement") and the Agreement's purpose include the following:

1. The Ohio State University (hereinafter called "the University") and Communications Workers of America (hereinafter called "the Union") having engaged in discussions for the purpose of establishing harmonious employee-employer relationships have agreed in

Introduction

Article 1
Article 2
Enabling Legislation and OHIO Revised Code

3.5. The Union and the University recognize their joint responsibilities under the Americans with Disabilities Act. The Union and the University recognize their joint responsibilities under the Americans with Disabilities Act.

B. Employee members will not be required to engage in union activity during working hours except as expressly provided for in this Agreement.

A. There shall be no interference or coercion of employee members into joining the union or discouragement from membership therein, or into not joining the union of organizing their membership therein.

3.4. In addition to the responsibilities that may be expressly provided elsewhere in this Agreement, the Union, its officers, and employee representatives, employee members, and other representatives, shall be subject to the provisions of this Agreement.

3.3. The management of the University shall adhere to the provisions of this Agreement and will ensure that their responsibilities are provided in this Agreement.

3.2. The University and the Union acknowledge the rights and responsibilities of the other parties.

Joint Responsibilities and Employee Rights

Article 4
Management Rights

Management with Disabilities Act

3.5. The Union and the University recognize their joint responsibilities under the Americans with Disabilities Act.

B. Employee members will not be required to engage in union activity during working hours except as expressly provided for in this Agreement.

A. There shall be no interference or coercion of employee members into joining the union or discouragement from membership therein, or into not joining the union or organizing their membership therein.

4.2. The right to manage the operations, buildings, and to direct the working force of the University.

4.1. To utilize personnel methods, and means in the most appropriate and efficient manner possible.

A. The management of the University.

E. To subject, discipline, discharge or take other appropriate disciplinary action against employees for just cause.

D. To establish work rules and rules of conduct.

C. To hire, promote, transfer, assign, or retain employees in positions within the University.

B. To manage and direct the employees of the University.

A. To manage and direct the employees of the University.

2.2. This Agreement contains the full and complete agreement between the parties.

2.1. This Agreement contains the full and complete agreement between the parties.

A. Unnecessary.

F. "Unnecessary." Where the University determines that the continuation of such work is unnecessary.

E. Where necessary, the University determines that the continuation of such work is necessary.
ARTICLE 6

CHECK OFF

This agreement in the same manner as before. By one or more provisions of the proceeding agreement, shared through the collective agreement was covered.

5.4: Any employee member who, in the course of doing this agreement, was covered by the course of the check-off provisions of the proceeding agreement, shared through the collective agreement was covered.

6.6: The University will deduct the regular amount from the pay of employees who are

ARTICLE 7

FACULTY, INSTRUCTIONAL OR RESEARCH EMPLOYEES.

7.1: Faculty, instructional or research employees.

6.6: Student employees.

5.5: Security employees.

4.4: Employees who are engaged primarily in educational or clerical duties.

collectively bargaining in a course of the procedure with the University administration, directly supporting in the broad areas of the University to be used by the University in collective bargaining or where no such agreement.

above.

2.4: Supervisor who has the authority to make, suspend, lay off, recall.

these representatives discharged by the Federal Employment Standards Act.

3.2: This agreement shall not apply to:

such employee member who has completed his original probation period.

5.4: The University recognizes the Communications Workers of America as the sole and

ARTICLE 5

UNION RECOGNITION

5.1: The above enumerated management rights shall not bind or shall be exercised by the procedure of the proceeding agreement, which, for members covered by the check-off provisions of the proceeding agreement, shared through the collective agreement, to comply with the agreement. The procedure of those members who are not subject to this agreement.
The Union recognizes that well trained Union stewards may aid in improving service at the steward level, as they shall be responsible for ensuring that all stewards are trained in the performance of their duties.

7.2 Training

Serve as a mentor.

H. The Union may designate one of its stewards on a daily, week in week out.

7.3. Stewards

A. The stewards will be the stewards for the purposes of this section.

(1) The stewards will be the stewards for the purposes of this section.

(2) The stewards will be the stewards for the purposes of this section.

(3) The stewards will be the stewards for the purposes of this section.

ARTICLE 7

UNION STEWARDS

6.3. The Union shall provide the stewards with a list of stewards for each area and for each area.

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Article 5

Grievance Procedure

A. In a Grievance alleged to be unreasonably withheld, the employee must first present a grievance to the President of the Local Union of the Grievant, or if the employee is not a member of the Local Union, the President of the Local Union of the Grievant's Agreement. If the Local Union President does not respond within the timeframe specified in the Agreement, the grievant may proceed to Step D.

D. When stewards receive the advice of the Local Union President of the Grievant, they shall take appropriate action to resolve the grievance. If the grievant is not a member of the Local Union, the President of the Local Union of the Grievant's Agreement shall then proceed according to the Agreement.

E. If the steward will not proceed, the grievant may proceed to Step F.

F. First, the grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step G.

G. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step H.

H. If the appeal is denied, the grievant may proceed to Step I.

I. If the appeal is granted, the grievant may proceed to Step J.

J. If the appeal is granted, the grievant may proceed to Step K.

K. If the appeal is granted, the grievant may proceed to Step L.

L. The grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step M.

M. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step N.

N. If the appeal is denied, the grievant may proceed to Step O.

O. If the appeal is granted, the grievant may proceed to Step P.

P. If the appeal is granted, the grievant may proceed to Step Q.

Q. The grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step R.

R. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step S.

S. If the appeal is denied, the grievant may proceed to Step T.

T. If the appeal is granted, the grievant may proceed to Step U.

U. The grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step V.

V. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step W.

W. If the appeal is denied, the grievant may proceed to Step X.

X. If the appeal is granted, the grievant may proceed to Step Y.

Y. The grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step Z.

Z. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step AA.

AA. If the appeal is denied, the grievant may proceed to Step BB.

BB. If the appeal is granted, the grievant may proceed to Step CC.

CC. The grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step DD.

DD. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step EE.

EE. If the appeal is denied, the grievant may proceed to Step FF.

FF. If the appeal is granted, the grievant may proceed to Step GG.

GG. The grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step HH.

HH. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step II.

II. If the appeal is denied, the grievant may proceed to Step JJ.

JJ. If the appeal is granted, the grievant may proceed to Step KK.

KK. The grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step LL.

LL. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step MM.

MM. If the appeal is denied, the grievant may proceed to Step NN.

NN. If the appeal is granted, the grievant may proceed to Step OO.

OO. The grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step PP.

PP. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step QQ.

QQ. If the appeal is denied, the grievant may proceed to Step RR.

RR. If the appeal is granted, the grievant may proceed to Step SS.

SS. The grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step TT.

TT. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step UU.

UU. If the appeal is denied, the grievant may proceed to StepVV.

VV. If the appeal is granted, the grievant may proceed to Step WW.

WW. The grievant may request that the Union steward perform an investigation. If the steward refuses to perform the investigation, the grievant may proceed to Step XX.

XX. The grievant may request that the Union steward file an appeal to the National Board, or if the steward refuses to file the appeal, the grievant may proceed to Step YY.

YY. If the appeal is denied, the grievant may proceed to Step ZZ.

ZZ. If the appeal is granted, the grievant may proceed to Step AA.

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RESOLUTION OF DISPUTES

ARTICLE 9

1. In the processing of grievances, University representatives will hold hearings and

2. The grievant may be represented at this level by no more than two

3. The Director of Employee Relations or designee of the employee's

4. Level One

5. Within ten (10) working days after the first level meeting, the supervisor will

6. Level Two

7. Grievance hearings will be conducted by the Director of Employee Relations within ten (10) working days after receipt of the written request for the hearing. The Director of Employee Relations will give the employee's and the Department's final decision, if the grievance is not settled with the student at this level. A copy of the decision will be provided to the employee or the Department of Employee Relations. An appeal of the decision will be

8. Level Three

9. The Director of Employee Relations will request the attendance of those

10. Islands. The grievance form shall be completed and submitted within fifteen days

11. The Director of Employee Relations shall regard the grievance as a

12. An employee representative shall attend Level Two and Level Three grievance

A. Level Two

B. Level Three

C. Level One
10.2 Any disputes involving the interpretation of this Agreement relating to the application of any provision of this Agreement shall be referred to a mediator and conciliator appointed by the parties. The mediator and conciliator shall meet and endeavor to resolve the dispute within 60 days of the dispute being referred to them. If the parties fail to agree on the mediator and conciliator, the parties may select another mediator and conciliator within 30 days of the expiration of the 60-day period.

ARTICLE 10

9.4 Upon receipt of any request of such a request, the Board shall immediately forward the request to the director of the Union, who shall consider the request and respond to the request within 10 days. The Union may request a hearing on the dispute by forwarding to the director of the Union a written request for a hearing. The director of the Union shall appoint a hearing panel to hear the hearing. The hearing panel shall consist of three members, one of whom shall be an employee representative of the Union, one of whom shall be an employee representative of the Employer, and one of whom shall be a neutral representative appointed by the director of the Union. The hearing panel shall hear the hearing and make a decision on the dispute within 60 days of the hearing.

9.5 If the decision of the hearing panel is not acceptable to either party, either party may submit the dispute to arbitration. If arbitration is requested, the arbitration will be conducted by the Labor Arbitration Board. The Labor Arbitration Board shall consist of three members, one of whom shall be an employee representative of the Union, one of whom shall be an employee representative of the Employer, and one of whom shall be a neutral representative appointed by the director of the Union. The Labor Arbitration Board shall hear the dispute and make a decision within 60 days of the hearing.

10.4 The arbitrator shall be selected by the Arbiter to resolve the dispute as quickly as possible. If the arbitrator fails to resolve the dispute within 60 days, the parties may select another arbitrator. The arbitrator selected shall have the authority to make a decision on the dispute. The decision of the arbitrator shall be final and binding on both parties.
Article 11

Connective Action

Section 1. Effective procedures for the resolution of employee grievances are outlined in the following sequence of events:

A. An employee has a right to remedy. The employee may appeal the decision of the director to the grievance committee. The grievance committee shall notify the employee and provide an opportunity for the employee to present their case.

B. The grievance committee shall issue a decision. The decision shall be made in writing and communicated to the employee, the union, and the management.

C. The employee may appeal the decision of the grievance committee to the arbitral panel. The arbitral panel shall issue a decision. The decision shall be final and binding.

D. If the employee is not satisfied with the decision of the arbitral panel, the employee may appeal to the labor relations board. The labor relations board shall issue a decision. The decision shall be final and binding.

E. If the employee is not satisfied with the decision of the labor relations board, the employee may seek redress in the courts.

Section 2. The labor relations board may issue orders to compel the employer to provide a fair and impartial hearing or to provide a fair and impartial determination of the merits of the dispute.

Section 3. The labor relations board may issue orders to compel the employer to take corrective action or to provide a fair and impartial determination of the merits of the dispute.

Section 4. The labor relations board may issue orders to compel the employer to take corrective action or to provide a fair and impartial determination of the merits of the dispute.

Section 5. The labor relations board may issue orders to compel the employer to take corrective action or to provide a fair and impartial determination of the merits of the dispute.

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Section 9. The labor relations board may issue orders to compel the employer to take corrective action or to provide a fair and impartial determination of the merits of the dispute.

Section 10. The labor relations board may issue orders to compel the employer to take corrective action or to provide a fair and impartial determination of the merits of the dispute.

Section 11. The labor relations board may issue orders to compel the employer to take corrective action or to provide a fair and impartial determination of the merits of the dispute.

Section 12. The labor relations board may issue orders to compel the employer to take corrective action or to provide a fair and impartial determination of the merits of the dispute.

Section 13. The labor relations board may issue orders to compel the employer to take corrective action or to provide a fair and impartial determination of the merits of the dispute.

Section 14. The labor relations board may issue orders to compel the employer to take corrective action or to provide a fair and impartial determination of the merits of the dispute.
ARTICLE 1

HOUSES OF WORK AND OVERTIME

Agreement

This agreement shall be in effect in duplicate to the employee member.

The employee member shall be issued in duplicate to the employee member.

Copies of all amendments, notices of suspension, demotion or dismissal shall be given to the employee member and copies of suspension, demotion or dismissal shall be given to the employee member.

The houses of work and overtime shall be given to the employee member. By the employee member of the houses of work and overtime shall be given to the employee member.

In the event of a serious incident, the report shall be given to the employee member.

In the event of any serious incident, the employee member shall be given a suspension.

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The following legal holidays are recognized by the University and observed on the days specified for their observance:

- New Year's Day
- Martin Luther King Day
- President's Day
- Independence Day
- Memorial Day
- Labor Day
- Columbus Day
- Veterans Day
- Christmas Day
- Thanksgiving Day

A. The University Rule for the Classified Civil Service shall be applied to those non-faculty employees on the days specified for each of the above holidays.

B. Assigned employees who observe the Christmas Day on December 25 shall be excused from work on the day of the observance.

C. Over-time opportunities shall not be assigned to part-time employees.

D. If recognized by the University and the Union, rest days and half days of overtime may be scheduled.

E. The following provisions shall not apply:

- Employees working more than 40 hours in a workweek will receive overtime after 40 hours as provided by the Fair Labor Standards Act.
- Employees working more than 8 hours per day will receive overtime after 8 hours as provided by the Fair Labor Standards Act.

F. Assigned minimum, regular pay provisions shall apply.

The point is reached where the actual hours worked provide compensation equal to the
Article 14: Promotions

14.1. No employee serving a probationary period shall be considered for promotion to a position that exceeds the minimum job classification of the employee's current position.

14.2. A notice of the vacancy will be posted in appropriate locations for a period of five (5) working days. At the close of such period, a copy of the position will be forwarded to the personnel office of the union, the university, and the department that the employee was last employed.

14.3. When a regular position covered by this agreement becomes vacant because of resignation, retirement, or layoff of an employee, the university will provide written notice of the vacancy to the department that the employee was last employed.

14.4. The university will consider all applications that meet the minimum job qualifications.

14.5. The university will not be required to consider an application for a vacancy if the employee is currently serving a probationary period.

14.6. The university will not be required to consider an application for a vacancy if the employee has been dismissed or is currently serving a probationary period.

14.7. The university will not be required to consider an application for a vacancy if the employee has been dismissed or is currently serving a probationary period.

14.8. When a regular position covered by this agreement becomes vacant because of resignation, retirement, or layoff of an employee, the university will provide written notice of the vacancy to the department that the employee was last employed.

14.9. The university will consider all applications that meet the minimum job qualifications.
ARTICLE 16

EAT LEAVE

ARTICLE 15

REDUCTION IN FORCE

ARTICLE 15

REDUCTION IN FORCE
Benefits

ARTICLE 12

The University will provide group health benefits to bargaining unit members on an equal basis with other bargaining unit employees.

ARTICLE 13

The University will provide for employees members the fee authorization program.
exclusive rights stated in Section 19.5 of this article.

19.6 Upon termination of employment, the employee is entitled to receive any unused vacation credits for a period of three years following the date of termination. For purposes of this article, "vacation" means any period of vacation time to be taken by an employee.

Vacation may be earned for the purpose of extending the vacation period or to carry forward any unused vacation credits for a period not to exceed three years.

Vacation shall be earned at the rate of one week per year for each year of service.

19.7 Any employee who is absent from work for a period of three consecutive days shall be deemed to have taken vacation for that period.

19.8 The University will make a reasonable effort to ensure that employees receive their vacation time within three years of the end of their service.

19.9 The University reserves the right to limit the number of employees participating in the vacation program.

Vacation is earned at the rate of one week for each month of service.

Vacation shall be earned at the rate of one week per year for each year of service.

19.10 vacation may be earned for the purpose of extending the vacation period or to carry forward any unused vacation credits for a period not to exceed three years.

19.11 Any employee who is absent from work for a period of three consecutive days shall be deemed to have taken vacation for that period.

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19.19 Any employee who is absent from work for a period of three consecutive days shall be deemed to have taken vacation for that period.

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19.23 Any employee who is absent from work for a period of three consecutive days shall be deemed to have taken vacation for that period.

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19.28 The University will make a reasonable effort to ensure that employees receive their vacation time within three years of the end of their service.

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Vacation is earned at the rate of one week for each month of service.

Vacation shall be earned at the rate of one week per year for each year of service.

19.30 vacation may be earned for the purpose of extending the vacation period or to carry forward any unused vacation credits for a period not to exceed three years.

19.31 Any employee who is absent from work for a period of three consecutive days shall be deemed to have taken vacation for that period.

19.32 The University will make a reasonable effort to ensure that employees receive their vacation time within three years of the end of their service.

19.33 The University reserves the right to limit the number of employees participating in the vacation program.

Vacation is earned at the rate of one week for each month of service.

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19.40 The University will make a reasonable effort to ensure that employees receive their vacation time within three years of the end of their service.

19.41 The University reserves the right to limit the number of employees participating in the vacuum program.
EMPLOYEE PERFORMANCE EVALUATION

ARTICLE 21

Departmental evaluation of performance is a condition of employment and the evaluation shall be conducted by the employee's manager or supervisor. The evaluation shall be conducted at least annually, and the employee shall be provided with a copy of the evaluation at the time it is signed. A copy of the completed annual employee performance evaluation form will be forwarded to the employee member at the time the form is signed.

ARTICLE 22

Following a discussion with the employee concerning the evaluation, the employee member will be advised of the (5) working days in which to prepare and submit a response to the evaluation. The response will be provided to the employee member in writing by the employee's manager or supervisor. The response will be reviewed by the employee member and any necessary revisions will be made.

ARTICLE 23

During the development of position specifications, the feedback of the employee member will not be requested. The union will be notified when the employee member is advised of the feedback.

ARTICLE 24

The development of position specifications will not be requested prior to the issuance of the specified position description. The feedback of the employee member will be reviewed by the employee member and any necessary revisions will be made.

ARTICLE 25

The feedback of the employee member will be reviewed by the employee member and any necessary revisions will be made.

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ARTICLE 27

Parking Permits

Employee parking permits will continue to be provided as needed, and the university will continue to provide the proper safety equipment, including personnel who will continue to be provided meals.

ARTICLE 26

Meals

The university will continue to provide the proper safety equipment, including personnel who will continue to be provided meals.

ARTICLE 25

Uniforms and Safety Equipment

The university will continue to provide the proper safety equipment, including personnel who will continue to be provided meals.

ARTICLE 24

Clean Up Time

The university will continue to provide the proper safety equipment, including personnel who will continue to be provided meals.

ARTICLE 23

Rest Periods

The university will continue to provide the proper safety equipment, including personnel who will continue to be provided meals.

ARTICLE 22

Court Leave

The university will continue to provide the proper safety equipment, including personnel who will continue to be provided meals.
ARTICLE 22

SAFETY

In proper procedures:

22.1. All University employees shall be required to participate in training and receive instructions provided by the OSHA Consultation Program to ensure that all employees are familiar with their responsibilities under the Occupational Safety and Health Act of 1970. The training will be conducted by the University and the OSHA Consultation Program.

22.2. The University will provide employees with appropriate personal protective equipment when necessary.

22.3. The University will provide employees with appropriate safety equipment when necessary.

22.4. The University will provide employees with appropriate safety equipment when necessary.

22.5. The University will provide employees with appropriate safety equipment when necessary.

ARTICLE 23

PROPOSED CHANGES IN PRACTICES

Proposed changes in practices include:

23.1. The University shall provide employees with appropriate safety equipment when necessary.

23.2. The University will provide employees with appropriate safety equipment when necessary.

23.3. The University will provide employees with appropriate safety equipment when necessary.

ARTICLE 28

BULLETIN BOARDS

28.1. Where are the bulletin boards for University employees?

28.2. All Union material posted must refer to the following:

B. COA May also have access to the community bulletin board maintained by the University.

ARTICLE 29

OPERATING PROCEDURES

29.1. The University will provide employees with appropriate safety equipment when necessary.

29.2. The University will provide employees with appropriate safety equipment when necessary.

29.3. The University will provide employees with appropriate safety equipment when necessary.

ARTICLE 30

UNION MEETINGS

30.1. Union meetings will be held on the same basis and same notice as guidelines at University.

30.2. Union meetings will be held on the same basis and same notice as guidelines at University.

30.3. Union meetings will be held on the same basis and same notice as guidelines at University.

ARTICLE 32

UNION REPRESENTATION

32.1. Union representation will be available to the Union in accordance with the University.

32.2. Union representation will be available to the Union in accordance with the University.

32.3. Union representation will be available to the Union in accordance with the University.

ARTICLE 33

UNION REPRÉSENTATION

33.1. Union representation will be available to the Union in accordance with the University.

33.2. Union representation will be available to the Union in accordance with the University.

33.3. Union representation will be available to the Union in accordance with the University.
ARTICLE 33

TRAINER

ARTICLE 34

ARTICLE 35

ARTICLE 36

ARTICLE 37

ARTICLE 38

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ARTICLE 270
ASSIGNMENTS

ARTICLE 37

A. The University may assign employee members from one department to another or from one job assignment to another within a department, and the employee member shall be notified of any such assignment.

B. If after such determination, the employee member is not satisfied with the University’s decision, the employee member shall file a written appeal with the University within thirty (30) days of the date the University makes its determination.

37.2 The University may reassign employee members from one department to another when it becomes necessary to do so in order to maintain the department’s efficiency.

37.3 The University may reassign employee members to perform necessary work with less seniority.

PERSONNEL INFORMATION SYSTEM

ARTICLE 36

A. The personnel information system includes the personnel records of all employees, including but not limited to:

1. Personal data,
2. Employment history,
3. Performance evaluations,
4. Education and training,
5. Health and safety information,
6. Disciplinary actions.

B. The personnel information is collected for the purpose of maintaining the personnel records of all employees.

C. The personnel information is updated as necessary to ensure its accuracy and completeness.

D. The personnel information is maintained confidentially and access is restricted to authorized personnel.

E. The personnel information is subject to the provisions of the University’s Personnel Policy.

F. The personnel information is subject to the provisions of the University’s Privacy Policy.

36.1 The University shall provide written notice to the employee member of any person requested to make or to receive a personal reference or to receive a personal recommendation.

36.2 The University shall provide written notice to the employee member of any person required to make or to receive a personal reference or to receive a personal recommendation.

36.3 The University shall provide written notice to the employee member of any person required to make or to receive a personal reference or to receive a personal recommendation.

36.4 The University shall provide written notice to the employee member of any person required to make or to receive a personal reference or to receive a personal recommendation.

36.5 The University shall provide written notice to the employee member of any person required to make or to receive a personal reference or to receive a personal recommendation.

36.6 The University shall provide written notice to the employee member of any person required to make or to receive a personal reference or to receive a personal recommendation.

EMERGENCY CLOSING

ARTICLE 35

A. The University may close for any reason deemed necessary by the President.

B. The University may close for any reason deemed necessary by the President.

C. The University may close for any reason deemed necessary by the President.

D. The University may close for any reason deemed necessary by the President.

E. The University may close for any reason deemed necessary by the President.

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X. The University may close for any reason deemed necessary by the President.

Y. The University may close for any reason deemed necessary by the President.

Z. The University may close for any reason deemed necessary by the President.
SICK LEAVE

ARTICLE 40

Support any provisions of Chapter 4771.4 of the Revised Code which might authorize
applying any provisions of Chapter 4771.4 of the Revised Code which might authorize
enforcement thereof by means of any injunction imposed by the courts and shall
consider the said and all the provisions of Sections 3.2 and 3.9 of the Agreement.

ARTICLE 38

NEOPLAISANT TEAM

ARTICLE 38

Any employee unable to perform his duties for a maximum of two (2) working days
as a result of a sudden illness, shall be entitled to three (3) non-consecutive weeks
of sick leave during each calendar year. The sick leave shall be taken within one
month of the date of the illness.

ARTICLE 38

Any employee unable to perform his duties for a maximum of two (2) working days
as a result of a sudden illness, shall be entitled to three (3) non-consecutive weeks
of sick leave during each calendar year. The sick leave shall be taken within one
month of the date of the illness.
(1) A request for sick leave must be made in writing and submitted to the Office of Human Resources. Sick leave benefits are available for full-time employees who have completed at least 6 months of continuous service. Sick leave is accrued on a pro-rata basis and is available for use after 6 months of continuous employment. Sick leave may be taken for personal or family medical reasons or for any other reason approved by the supervisor.

(2) Sick leave may be used for any reason that prohibits the employee from performing the duties of the position.

(3) Sick leave is accrued on a pro-rata basis and is available for use after 6 months of continuous employment. Sick leave may be taken for personal or family medical reasons or for any other reason approved by the supervisor.

(4)新京报: 中共中央政治局会议 全面加强新闻舆论工作和宣传工作：“坚定不移”（null）
EMPLOYEE ASSISTANCE PROGRAM

ARTICLE 42

Purpose: The university shall provide assistance and training to employees to help them deal with personal and work-related issues that may affect their job performance.

1. The university shall provide confidential assistance and training to employees to help them deal with personal and work-related issues that may affect their job performance.

2. The university shall provide assistance and training to employees to help them deal with personal and work-related issues that may affect their job performance.

3. The university shall provide assistance and training to employees to help them deal with personal and work-related issues that may affect their job performance.

4. The university shall provide assistance and training to employees to help them deal with personal and work-related issues that may affect their job performance.

UNION/MANAGEMENT MEETINGS

ARTICLE 41

Purpose: The union and management shall engage in collaborative, good-faith communication to identify and address issues and concerns that affect the work of employees.

1. The union and management shall engage in collaborative, good-faith communication to identify and address issues and concerns that affect the work of employees.

2. The union and management shall engage in collaborative, good-faith communication to identify and address issues and concerns that affect the work of employees.

3. The union and management shall engage in collaborative, good-faith communication to identify and address issues and concerns that affect the work of employees.

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