

Article 9 – Miscellaneous; Section 8 Parking

The University will accept the fact-finder's recommendation of current contract language with the \$10 annual cap on parking fee increases. Additionally, the University will sign a MoU confirming that parking fees for "B" permits will remain at current rates for the remainder of the agreement. The parties will adopt all other sections of this article as previously agreed to.

Article 14 – Seniority, Layoff, Recall

The University will accept the fact-finder's recommendation of current contract language for Sections 1, 2 and 3 with no changes to current layoff processes or order of layoff. Additionally, the parties will adopt Section 4 as agreed to on June 21, 2019.

Article 17 – Wages

The parties have tentative agreement on Sections 1, 3, 4, 5 and 6 as listed in the Union's June 6, 2019 proposal. In regards to Section 2 – Job Rates, the University will amend the fact-finder's recommendation as follows:

- Job rates will not change until July 1, 2021.
- Effective July 1, 2021, the job rates will move 2.5%.
- Effective July 1, 2022, the job rates will move an additional 2.5%.

The contract duration will remain July 1, 2019 through August 31, 2022 as tentatively agreed to on June 6, 2019.

In regards to Section 7 – Shift Differential, the parties will accept the fact-finder's recommendation of current contract language.

Article 25 – Employee Benefits

Although the fact-finder's recommendation was that the University's proposal for Sections 1 and 2 be adopted in full, the University will accept a return to current contract language for Section 1. This will continue to provide Teamsters bargaining unit employees the same medical, prescription, dental and vision insurance currently in effect for all university employees. Section 2 will remain at current contract language as recommended by the fact-finder and the parties will adopt Sections 3, 4 and 5 as previously agreed to.

New Article - Furloughs

Although the fact-finder's recommendation was for furlough language that mirrors the FOP/OLC collective bargaining agreements with a maximum of five (5) potential furlough days per year, the University will withdraw this proposal.

Tentative Agreements

The parties agree to accept all tentative agreements as previously signed.

A tentative agreement has been reached between Teamsters Local No. 957 and Wright State University on this 23rd day of January, 2020.

For Wright State University

For Teamsters Local No. 957

