

Memorandum of Understanding Regarding Compensation

WHEREAS, The University of Akron has conducted a comprehensive compensation study and will be implementing the findings of the study in phases. The University of Akron (the "University") and the Communication Workers of America, Local 4302 ("CWA"), collectively referred to herein as the "Parties", agree to the following compensation structure amendment.

WHEREAS, the current CWA wage structure outlines the following for the listed positions:

Current			
	Hire	Regular	
CWA-05	\$17.31	\$17.88	Apprentice: Painter, Plumber, HVAC Technician, Carpenter, MRW, Electrician Assistant: Plumber, HVAC Technician, Carpenter, MRW, Electrician
CWA-07	\$19.14	\$19.62	Painter, Plumber, HVAC Technician, Carpenter, MRW, Electrician
CWA-08	\$20.24	\$20.86	Master Painter
CWA-09	\$21.54	\$22.39	Master: Plumber, HVAC Technician, Carpenter, MRW, Electrician Master Painter Certified
CWA-09B	N/A	\$23.98	Master Certified: Plumber, HVAC Technician, Carpenter, MRW, Electrician Energy Management Technician

NOW THEREFORE, the Parties agree to the following adjusted wage structure for the listed positions:

HVAC/Automation			
	Hire	Regular	
CWA-05A	\$19.64	\$20.29	HVAC Technician Apprentice
CWA-06A	\$21.72	\$22.26	Assistant HVAC Technician
CWA-07A	\$22.97	\$23.67	HVAC Technician
CWA-08A	\$24.44	\$25.41	Master HVAC Technician
CWA-09A	N/A	\$27.21	Master HVAC Technician Certified, Energy Management Technician
Plumbing/Electrical			
	Hire	Regular	
CWA-05B	\$19.14	\$19.77	Plumber Apprentice, Electrician Apprentice
CWA-06B	\$21.17	\$21.70	Assistant Plumber, Assistant Electrician
CWA-07B	\$22.38	\$23.07	Plumber, Electrician
CWA-08B	\$23.82	\$24.76	Master Plumber, Master Electrician
CWA-09B	N/A	\$26.52	Master Plumber Certified, Master Electrician Certified
Painter/Carpenter/MRW			
	Hire	Regular	
CWA-05C	\$18.42	\$19.03	Painter Apprentice, Carpenter Apprentice, MRW Apprentice
CWA-06C	\$20.37	\$20.88	Assistant Carpenter, Assistant MRW, Painter
CWA-07C	\$21.54	\$22.20	Carpenter, MRW, Master Painter
CWA-08C	\$22.92	\$23.83	Master Carpenter, Master MRW, Master Painter Certified
CWA-09C	N/A	\$25.52	Master Carpenter Certified, Master MRW Certified

The proposed changes will impact the wage progression structure of the Apprenticeship Program in a manner consistent with the above charts for each respective trade as outlined in Addendum A of the Collective Bargaining Agreement. The intent of this phased implementation is to bring the affected positions listed to the minimum of the graded wage for each respective position.

Limitations: Shall become effective as of October 1, 2025, and paid prospectively. Wages will not be retroactively calculated or paid out from differences resulting in the revised compensation structure. Holiday pay, overtime, compensatory time and/or paid time off in any form will not be retroactively impacted by the new structure.

Duration: This amended structure shall remain in effect through the duration of the current collective bargaining agreement wherein the parties may agree to permanently amend the contractual language, in whole or in part, and include said language in a successive collective bargaining agreement.

Conflict Resolution: Parties intend the terms of this MOU to supersede the Collective Bargaining Agreement (CBA) and Ohio Revised Code provisions on the same subject. In the event of a conflict between the terms of this MOU and CBA on other subjects, provisions of the CBA shall prevail, provided that the Ohio Revised Code or other applicable law does not provide specific guidance on the subject.

IN WITNESS WHEREOF, The Parties agree to this Memorandum of Understanding Regarding Compensation as of October 1, 2025.

THE UNIVERSITY OF AKRON

By: Sarah J Kelly

Date: 9/10/25

COMMUNICATION WORKERS OF AMERICA, LOCAL 4302

By: JF

Date: 9/8/2025