

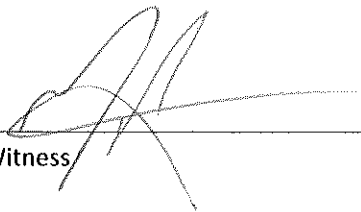
Memorandum of Understanding

The University of Akron and the Communications Workers of America, Local 4302 agree to implement an employee appeal process for the Job Apprenticeship and Job Enrichment Program contained in Addendum A, on a trial basis for the duration of the current collective bargaining agreement which expires on 4/30/2020. Bargaining unit employees will have an opportunity to file a written appeal to the "Apprenticeship and Training Committee" to address concerns related to decisions involving a bargaining unit members selection and/or participation in an established Apprenticeship or Job Training Program.

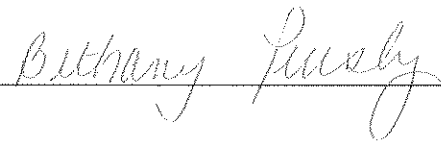
The parties agree that the decision of the "Apprenticeship and Training Committee" will be final. The decisions of the "Apprenticeship and Training Committee" are expressly excluded from the grievance and arbitration procedure contained in Article 24 of the collective bargaining agreement.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be made effective this 23rd day of July, 2016.

THE UNIVERSITY OF AKRON



Witness

BY: 

THE COMMUNICATIONS WORKERS OF AMERICA, LOCAL 4302



Witness

BY: 
