
MEMORANDUM OF UNDERSTANDING 2021.04
TERM OF AGREEMENT – AUGUST 19, 2020 – AUGUST 19, 2023

This Memorandum of Understanding 2021.04 concerns the first sentence of Article 8.8, which currently states,

"Step 3: Mediation: The parties may mutually agree to pursue mediation of a grievance in accordance with the Rules of the Federal Mediation and Conciliation Service ("FMCS") or through a private mediator mutually appointed by the parties, within thirty (30) calendar days from receipt of the disposition of Step 2, prior to written notification by the Association of the Association's intent to arbitrate."

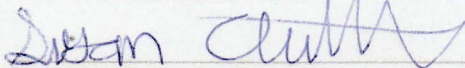
The parties agree that this Article shall be amended as follows (changes italicized for emphasis),

"Step 3: Mediation: The parties may mutually agree to pursue mediation of a grievance, *prior to arbitration. If mediation is agreed upon by both parties, mediation shall be* in accordance with the Rules of the Federal Mediation and Conciliation Service ("FMCS") or through a private mediator mutually appointed by the parties, within thirty (30) calendar days from receipt of the disposition of Step 2, prior to written notification by the Association of the Association's intent to arbitrate."

Except as otherwise specified herein, all provisions of Article 8.8 shall remain in full force and effect as written.

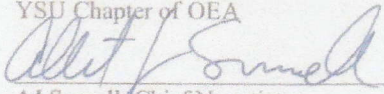
MOU 2021.04, Entered into this 31st day of March 2021.

FOR THE ASSOCIATION



Susan W. Clutter, President

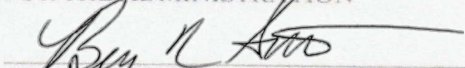
YSU Chapter of OEA



AJ Sumell, Chief Negotiator

YSU Chapter of OEA

FOR THE ADMINISTRATION



Bryen N. Smith, Provost

Youngstown State University

cc: Cynthia Kravitz, Assistant Vice President and Chief Human Resources Officer