

**KENT STATE UNIVERSITY
BOARD OF TRUSTEES
October 9, 2020
Meeting Conducted Remotely**

Board Members Present

Shawn Riley, Chair
Virginia Addicott
Robert Frost
Jasmine Hoff
Robin Kilbride
Dylan Mace
Don Mason
Stephen Perry
Catherine Ross
Ann Womer Benjamin

KSU President's Cabinet Present

Todd Diacon, President
David Dees
Paul DiCorleto
Nick Gattozzi
Amoaba Gooden
Joel Nielsen
Mary Parker
Mark Polatajko
Charlene Reed
Melody Tankersley
Valoree Vargo
Willis Walker

CALL TO ORDER AND ROLL CALL

Chair Shawn Riley called the meeting to order at 11:16 a.m. Trustee Kilbride called the roll, and a quorum was present.

PROOF OF NOTICE

Chair Riley stated that public notification of the special meeting was given pursuant to Ohio law and university policy. The meeting was held remotely as permitted under Amended Substitute House Bill 197.

EXECUTIVE SESSION

He stated that in accordance with Chapter 121.22, section G of the Ohio Revised Code, the Board has a need to meet in Executive Session for the purpose of: (iv) preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment [121.22 (G)(4)].

Trustee Addicott moved, seconded by Trustee Womer Benjamin, that the Board retire into Executive Session. Trustee Kilbride took a roll call vote of the membership. By virtue of a unanimous roll call vote, the Board adjourned into Executive Session at 11:19 a.m.

The session concluded at 11:30 a.m., at which time it was properly moved by Trustee Frost and seconded by Trustee Addicott that the public meeting of the Board be reconvened. The motion was approved.

APPROVAL OF THE AGENDA

Chair Riley stated that the special meeting was called for the sole purpose of considering a proposed Collective Bargaining Agreement between Kent State University and Kent State University Employees Local 153, American Federation of State, County and Municipal Employees (AFSCME).

He then asked if there were any changes to the meeting agenda. Hearing none, the agenda was adopted by general consent.

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH KENT STATE UNIVERSITY EMPLOYEES LOCAL 153, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME)

Chair Riley noted that the Board was pleased to meet to consider the proposed agreement with the university's AFSCME union, which represents about 400 classified workers in dining services, parking and university facilities management. He thanked these front-line workers for their dedication, especially in meeting the demands of the COVID-19 pandemic.

Chair Riley then asked President Diacon to present the recommendation.

President Diacon first thanked these staff members for the great work they do at Kent State. He remarked that he has been at the university eight years and has never seen Kent State and its campuses in as beautiful condition as they are now. That is a testament to the dedication and efforts of the AFSCME members, he said. When he walks into buildings and sees plexiglass installed in accordance with the Flashes Safe Seven principles and walks through classrooms and sees all the efforts that have been taken to keep students, faculty and staff safe, that is because of AFSCME workers. When he thinks of those on the front lines who are taking care of students, particularly dining hall workers and residence hall employees, that's AFSCME, he said.

President Diacon then called upon Senior Vice President for Finance and Administration Mark Polatajko to summarize details of the proposed agreement.

Dr. Polatajko said he was pleased to bring the recommended settlement to the Board for its consideration. He echoed the sentiments of Board Chair Riley and President Diacon, noting that these valued employers have been on the front lines of the pandemic serving students, faculty, staff and the community so admirably and selflessly throughout these challenging times.

He then noted that the previous collective bargaining agreement between Kent State University and Kent State University Employees Local 153, American Federation of State, County and Municipal Employees (AFSCME) expired on September 30, 2019. The parties began negotiating a successor agreement in January 2020. While progress was made, negotiations were suspended from March through August 2020 due to the COVID-19 pandemic. Bargaining resumed on September 1, and final terms for a tentative agreement were reached on September 23, 2020. The

union submitted the new contract to a ratification vote by the membership on October 1, 2020, and the agreement was ratified with 95% support from those voting on the proposed contract.

Dr. Polatajko provided highlights of the successor agreement including:

- Contract duration is from October 1, 2019, through September 30, 2022 (a three-year contract agreement).
- Salary/wages would be increased by 2.5% in year one (retroactive to October 1, 2019); no increase in year two (October 1, 2020, through September 30, 2021); and provide an increase of 1.5% in year three (October 1, 2021, through September 30, 2022).
- A one-time bonus of \$400 per employee would be payable upon execution of the agreement.

Dr. Polatajko commended and acknowledged the negotiations teams for their excellent work: AFSCME team – David Schuckert, Union President and Painter, UFM; Todd Michl, Union Chief Steward and Electrician II, UFM; Stevan Pickard, Regional Director, Ohio Council 8; and negotiation team members Candy Black, Fred Boggs, Karla Dohse, Thomas Kemp, George Lemons, and Jim Scott; University team – Jack Witt, Vice President for Human Resources; Karen Watson, Director, Employee and Labor Relations; and negotiation team members Gary Goldberg, Todd Burdette, Nicole Corll, and Dave Taylor. He congratulated all upon a job well done, remarking that the Kent State community was grateful for their service and success in reaching a final agreement.

Resolution 2020-65

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH KENT STATE UNIVERSITY EMPLOYEES LOCAL 153, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME)

WHEREAS, the Collective Bargaining Agreement between Kent State University and the Kent State University Employees Local 153, American Federation of State, County and Municipal Employees (AFSCME) expired September 30, 2019; and

WHEREAS, the parties began negotiating a new agreement; and

WHEREAS, the parties have agreed to all relevant terms of a successor contract; and

WHEREAS, the proposed agreement was ratified by the membership of AFSCME on October 1, 2020; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees, hereby approves the new Agreement; and

BE IT FURTHER RESOLVED, that the Senior Vice President for Finance and Administration is authorized to enter into the proposed Collective Bargaining Agreement with the Kent State University Employees Local 153, American Federation of State, County and Municipal Employees (AFSCME) that shall be in full force and effect from October 1, 2019, to 12:01 a.m. on October 1, 2022, consistent with the terms and conditions of employment agreed upon by the parties.

Dr. Polatajko then concluded his presentation of the proposal for the Board's consideration.

Chair Riley asked if there were any comments or questions. Hearing none, he asked for a motion to approve the proposed resolution.

ACTION: Trustee Frost moved, seconded by Trustee Mason, that the motion be approved. There were no objections. The motion passed.

Chair Riley thanked the team for bringing these negotiations to a successful conclusion.

ADJOURNMENT

Chair Riley announced that the next regular business meeting of the Board of Trustees was scheduled for Wednesday, December 9, 2020.

On motion duly made and approved, he declared the meeting was adjourned at 11:37 a.m.