



LETTER OF UNDERSTANDING

Between

The Lansing Community College Facilities Maintenance Association, MEA/NEA

And

Lansing Community College

November 9, 2010

Article 15 – Premium Pay Rates

Lansing Community College (LCC) and LCC FMA-MEA/NEA have agreed to enter into this Letter of Agreement to clarify the applicability of shift premium pay rates, for employees who normally and regularly receive shift premium pay pursuant to Section B of this Article, on dates they qualify for pay under one of the provisions cited below.

The parties enter into this understanding and agree that shift premium pay in said article (\$.25/hour) will be appropriately included in the calculation of pay rates for these employees during their utilization of the following:

- PTO
- Bereavement
- Holiday
- Call-In
- Short-Term Disability
- Sick Leave
- Family Care Sick Leave
- Jury Duty.

This represents the parties' full understanding of the issue and may not be modified except by written agreement of the parties.

James Mitchell
Director, Human Resources

Ted Szymanski
President, FMA