



8041-Human Resources
PO Box 40010
Lansing, MI 48901

Letter of Agreement

Between Lansing Community College and Fraternal Order of Police (FOP)

This document memorializes the agreement between Lansing Community College and FOP regarding the payment of Holiday Worked Pay per Article V.A. of the collective bargaining agreement.

The parties agree that beginning July 4, 2010, FOP members will receive Holiday Worked Pay on the actual holiday for those holidays which are observed on the same date every year (January 1, July 4, December 24, December 25, December 31).

For those holidays which vary on the date observed (Martin Luther King, Jr. Day, Memorial Day, Labor Day, Thanksgiving, Day After Thanksgiving), Holiday Worked Pay will be paid to those FOP members who work on the day designated as the holiday by the State of Michigan and observed by Lansing Community College.

In no case will FOP members receive Holiday Worked Pay for more than one day per holiday per year, regardless of when the College observes the holiday. For example, if the College observes New Year's Day on January 2, only those FOP members working on January 1 will receive the Holiday Worked Pay. Any FOP member working January 2, the date the College observes the holiday, will receive regular pay without any Holiday Worked Pay.

The parties agree that any FOP member who worked July 4, 2010, will receive Holiday Worked Pay if they meet the qualifiers of the applicable Article.

The parties further agree that any FOP member who received Holiday Worked Pay for July 5, 2010, will have that pay rescinded, and they will receive only their regular rate of pay for hours worked on that day.

A handwritten signature in black ink, appearing to read "Chad Beckett", written over a horizontal line.

Chad Beckett, President, FOP

11-1-10
Date

A handwritten signature in blue ink, appearing to read "James Mitchell", written over a horizontal line.

James Mitchell, HR Consulting Director

11/3/10
Date