Letter of Agreement
Between Lansing Community College (LCC)
and Capitol City Labor Program, Inc. (CCLP)
October 23, 2020

The parties have agreed to modify the LCC-CCLP Collective Bargaining Agreement, Article V.A.4 & 5 as follows:

4. If employees covered by this Agreement work on any holiday designated above, they shall be paid for such holiday at the rate of one and one-half (1 1/2) times the straight time base hourly rate. Employees working on the holiday may take additional PTO time up to the number of hours worked on the holiday to equate to 2 1/2 times the straight time base hourly rate. Employees who are scheduled to work on a holiday but who request and are approved to have the holiday off may be paid by utilizing PTO or compensatory time.

5. Holidays for which members receive holiday benefits as listed in this Article occur on the actual date of the holiday. Holidays under this Article are:
   - January 1
   - Martin Luther King Day (on federal holiday)
   - Memorial Day (on federal holiday)
   - July 4
   - Labor Day (on federal holiday)
   - Thanksgiving (on federal holiday)
   - Day after Thanksgiving
   - December 24
   - December 25
   - December 31

[Signature]
Chief Beckett, CCLP President
Date 10-24-20
William French, Chief LCC Police  

Date

Lori Willett, HR Director  

Date