

**Letter of Agreement by and between Lansing Community College and
Michigan Association of Higher Education (MAHE)**

April 15, 2025

The parties agree to contract language changes under **Article XII – Section H.1 – Loss of Seniority**. Under the 2024-2029 MAHE Collective Bargaining Agreement, **Article XII – Section H.1 – Loss of Seniority**, a bargaining unit shall automatically terminate for any of the following reasons:

- A. *If a bargaining unit member goes **36 months** without performing enough bargaining unit work to be a bargaining unit member under Article I.A. This termination timeline (36 months) may be extended by the Supervising Administrator due to extenuating circumstances.*
- B. *If a bargaining unit member goes **24 months** without providing express written willingness and availability to work during the department's scheduling process. This termination timeline (24 months) may be extended by the Supervising Administrator due to extenuating circumstances.*

Effective the date of this agreement, the timelines for termination under **Article XII – Section H.1 – Loss of Seniority**, have been reduced by 12 months and a bargaining unit shall automatically terminate, for any of the following reasons:

- A. *If a bargaining unit member goes **24 months** without performing enough bargaining unit work to be a bargaining unit member under Article I.A. This termination timeline (24 months) may be extended by the Supervising Administrator due to extenuating circumstances.*
- C. *If a bargaining unit member goes **12 months** without providing express written willingness and availability to work during the department's scheduling process. This termination timeline (12 months) may be extended by the Supervising Administrator due to extenuating circumstances.*

This Letter of Agreement is a full and complete agreement; its provisions are not to be considered as precedent for any other or future situations; it shall supersede any contract provision of any other agreements of the parties, including the parties' Collective Bargaining Agreement.

The parties have voluntarily entered into this Letter of Agreement, which represents their full understanding regarding the matters addressed herein and which may not be modified except by written agreement signed by the College and MAHE.

Signatures

DocuSigned by:

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Dawn Cousino, Labor Relations Director

4/19/2025
Date

Signed by:

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Eva Menefee, MAHE President

4/19/2025
Date