

**Letter of Agreement
between
Eastern Michigan University
and
AFSCME Local 3866**

By their signatures below the representatives of Eastern Michigan University ("EMU") and AFSCME Local 3866 ("the Union") agree to the following provisions as follows:

Section 14.02 Work Week of the parties' collective bargaining agreement states as follows:

The normal work week shall consist of five (5) consecutive eight (8) hour days, Monday through Friday inclusive, except for employees in continuous operations. . . .

1. Effective August 26, 2016, the parties agree that [REDACTED] will be allowed to work Monday through Thursday and Saturday. His days off from work will be Friday and Sunday.
2. This agreement will only apply to the current situation where the workweek scheduled is outside of the language in section 14.02 of the CBA.
3. The parties agree that this is outside of the contractual process for Continuous Operations, as stated in Article 14 Hours of Work of the collective bargaining agreement.
4. This exception was agreed to by all parties and requested by [REDACTED] as outlined in this agreement
5. **No Precedent.** The parties agree that this letter of agreement is to have no precedential value and none of the actions taken by the parties to resolve this matter are meant to establish a practice or right to be utilized in any other grievance, claim or litigation proceeding between the parties to this agreement and such actions are non-precedential.
6. **Entire Agreement Modification.** This Agreement constitutes the entire agreement and understanding of the parties and there are no additional promises, assurances or terms of agreement among the parties other than those written herein with respect to this matter. This Agreement shall not be modified, except in writing signed by all parties.
7. **Revocation.** This letter of agreement may be revoked by either party with a fourteen calendar day notice.

8. **Duration.** The letter of agreement is in effect from August 26, 2016 through August 31, 2017. The letter of agreement will expire on September 1, 2017.

AFSCME Local 3866
Representative



Dated: August 29, 2016

Eastern Michigan University
Representative



Dated: August , 2016

September 6, 2016