

MEMORANDUM OF UNDERSTANDING
By and Between
Eastern Michigan University
And
UAW Local 1975, UAW Local 1976, AFSCME Local
3866,
Command Officers Association of Michigan –
Sergeants, and Police Officers Association of
Michigan – Officers

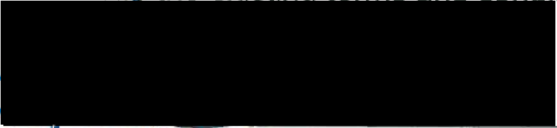
Energy Savings Days for 2017 and 2018

In the interest of conserving energy costs for the University, and conserving fuel costs for employees the parties are entering into this **two (2) year** non-precedent setting agreement regarding the non-emergency closure of the main campus, and satellite offices. The dates of closure will be Wednesday, November 22, **2017** and Wednesday, November 21, **2018**.


1. The University offers to designate both Wednesday, November 22, **2017** and Wednesday, November 21, **2018**, as days on which the University will be closed for business, provided that:
 - a. Members of the bargaining units who would normally be scheduled to work on Wednesday, November 22, **2017** and Wednesday, November 21, **2018**, who are not required to report for work on these days:
 - i. Must use available vacation (earnings code 720) or sick/personal days (earnings code 701) to cover the first one half of their scheduled work hours missed. The University will cover the second half of scheduled work hours missed with paid release time (to be reported using earnings code 745—University Shutdown), to a maximum of four (4) hours paid release time for each of the above mentioned **2017** and **2018** dates.
 - ii. If accrued vacation or sick/personal time is exhausted the employee's future accrual of vacation time will be borrowed against. Employees must be in pay status on the last day of their normal work schedule which preceded the closure dates (Wednesday, November 22, **2017** and Wednesday, November 21, **2018**); and in pay status on the first day of their normal work schedule on or after the University re-opening on Monday, November 27, **2017** and Monday, November 26, **2018** (including shifts which begin before 8:00 am).
 - b. Members of the bargaining units who would normally be scheduled to work on Wednesday, November 22, **2017** and Wednesday, November 21, **2018**, and who are in fact required to report for work on these days:

- i. Will receive regular pay for a normal work day, or overtime pay if the employee has been scheduled in on an overtime basis. "Additional holiday pay" will not be awarded for hours worked on these days.
 - ii. Will be credited with paid release time generated at the rate of one (1) hour for each hour worked, up to a maximum of four (4) hours release time for the day (release time is prorated for employees on less than 100% FTE appointment).
 - iii. All credited paid release time is to be taken at a future date mutually determined by the employee and his/her supervisor. This time must be used during the respective fiscal years 2017-2018 for the November 22, **2017** date and 2018-2019 for the November 21, **2018** date.
2. This agreement is contingent on the University reaching agreement with all of the above captioned bargaining units by **Friday, September 22, 2017**. Failure to obtain agreement from each staff bargaining unit will render this agreement null and void.

This agreement is entered into in good faith by all parties and will not otherwise serve to amend, or modify the existing terms and conditions of the collective bargaining agreements.


 Joline R. Davis, Esq.
 Director of Labor and Employee Relations
 University Human Resources

9/22/2017
 Date


 Michael Shumaker
 President, UAW Local 1975


9-15-17
 Date


 Daniel Burns
 President, UAW Local 1976


9-25-17
 Date


 Jason Crispell
 President, AFSCME Local 3866

9/19/2017
 Date


 Susan McLennan
 President, POAM-Officers

9/15/17
 Date


 David Shefferly
 President, COAM-Sergeants

09/15/17
 Date