

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 2021

In the interest of conserving energy costs for the University, and conserving fuel costs for employees the parties are entering into this non-precedent setting agreement regarding the non-emergency closure of the main campus, and satellite offices. The parties have previously agreed to dates in previous years as Energy Savings Days.

1. The University offers to designate Wednesday, November 24, 2021, as a day 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 24, 2021, who are not required to report for work on that day:

i. Must use available vacation (earnings code 720) or sick/personal day (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 the above mentioned 2021 date.

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 date (Wednesday, November 24, 2021); and in pay status on the first day of their normal work schedule on or after the University re-opening on Monday, November 29, 2021 (including shifts which begin before 8:00 am).

b. Members of the bargaining units who would normally be scheduled to work on Wednesday, November 24, 2021, and who are in fact required to report for work on these days:

