

Extension Agreement

Between

NORTHERN MICHIGAN UNIVERSITY

And

U.A.W. LOCAL 1950

It is hereby understood and agreed by and between Northern Michigan University, a Michigan constitutional body corporate (hereinafter referred to as the University) and the International Union, Automobile, Aerospace and Agricultural Implement Workers of America (Technical, Office, and Professional) Local 1950 (hereinafter referred to as the Union):

It is hereby agreed between the University and the Union to extend in full force and effect all terms and conditions of the collective bargaining agreement and its supplemental agreements (herein referred to as "the Agreement"), which expires on June 30, 2020, for a period of one year unless as amended in this Extension Agreement. Now, therefore, the parties agree as follows:

1. Article 14 of the Agreement providing for the term of the Agreement is hereby amended by extending the termination date of June 30, 2020, to June 30, 2021.
2. It is agreed that there shall be no hourly wage increase for the period commencing July 1, 2020 through June 30, 2021, unless as required as noted in Article 11, Promotions, Transfers and Other Opportunities.
3. It is agreed that the University will not require UAW Local 1950 members to take temporary layoff days as allowable in Article 7.7 Temporary Layoff through the period ending July 31, 2020.
4. It is agreed that the University will not require UAW Local 1950 members whose NMU hourly base pay rate is \$15.00 per hour or less to take temporary layoff days as allowable in Article 7.7 Temporary Layoff through the period ending June 30, 2021.
5. It is agreed that the University will maintain the current benefits of an employee who is on Temporary Layoff days as described in Article 7.7, provided the employee continues to pay their portion of any applicable premiums.
6. It is agreed that the University will allow members to take up to five consecutive Temporary Layoff days as described in Article 7.7, if mutually agreed upon by the employee and the supervisor.
7. All of the terms and provisions of the Agreement are hereby adopted and ratified by the Parties hereto and are extended for the term of this Extension Agreement except as may be specifically provided for herein.

IN WITNESS WHEREOF, the parties hereto have entered into and executed this Extension Agreement as of the date first written above.

Date Signed: _____

ON BEHALF OF THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (TECHNICAL, OFFICE AND PROFESSIONAL AND ITS LOCAL 1950)

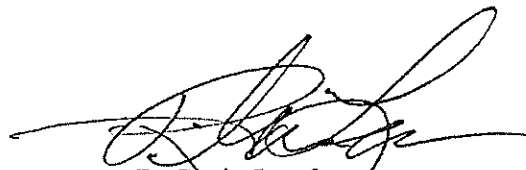
ON BEHALF OF THE NORTHERN MICHIGAN UNIVERSITY BOARD OF TRUSTEES



Grace Albert
Bargaining Chair



Betsy Bennett,
International Representative



R. Gavin Leach,
Vice President for Finance &
Administration



Dana LaLonde,
President



Rhea Dever,
Assistant Vice President, Human Resources