

MEMORANDUM OF UNDERSTANDING #5
BETWEEN
NORTHERN MICHIGAN UNIVERSITY
AND
LOCAL 2178, UAW

This Memorandum of Understanding executed between Northern Michigan University (hereinafter referred to as the University) and the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) Local 2178 (hereinafter referred to as the Union), the recognized bargaining unit agent for Administrative / Professional employees of the University, whereas the parties agree as follows:

Article 17.5.5 of the 2021-2026 Master Agreement states the following:

The Employer may withhold \$2.50 per covered employee per year to help fund wellness activities of the Health Care/Wellness Committee. The Employer also agrees to contribute \$2.50 per covered employee per year for this purpose.

Recent Wellbeing efforts have consisted of a comprehensive review of long-standing policies and practices. A review of the current Wellness Committee resulted in a recommendation to create a Wellbeing Advisory Council. This change better reflects the intent of our Wellbeing efforts, which includes collaboration and input from all facets of the university and community.

Thus, the new language is:

There will be a Wellbeing Advisory Council that will consider and discuss various issues and opportunities related to Wellbeing.

INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA (TECHNICAL, OFFICE
AND
PROFESSIONAL AND ITS LOCAL 2178)

ON BEHALF OF THE
NORTHERN MICHIGAN UNIVERSITY
BOARD OF TRUSTEES



David Wiegand, President



Rhea Dever, Vice President of People, Culture and Wellbeing



Betsy Bennett, International Representative



R. Gavin Leach, Vice President for Finance & Administration

Dated: 8/6/2024

Dated: 8/8/24