

Ferris State University (Employer)  
Ferris Nontenure-Track Faculty Organization (Union)  
Overload rates

## LETTER OF AGREEMENT

**Whereas**, the Employer and Union are parties to a collective bargaining agreement dated September 15, 2015 through June 30, 2020, and

**Whereas**, Article 37 – Overload states, “After July 1, 2018, the Union and Employer agree to review the overload pay. The above rates will remain in effect unless the parties agree otherwise, in writing”, and

**Whereas**, the parties have met to review the overload rates and have reached agreement to increase the rates, and

**Whereas**, the parties desire to confirm the agreement in writing,

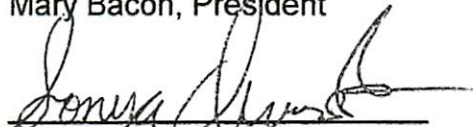
### THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. The rate of payment for overload responsibilities shall be \$90 per lecture hour and \$45 per lab hour effective the beginning of the spring 2019 semester.
2. Affected employees will receive retroactive pay, subject to regular deductions, with the first full paycheck following the signing of this Letter of Agreement.
3. These overload rates shall remain in effect through June 30, 2020.

#### FOR THE UNION:

 3-8-2019

Mary Bacon, President

  
Sonya Alvarado, AFT Michigan

#### FOR THE EMPLOYER:

 3/18/19

David L. Eisler, President

  
Paul Blake, Provost & VP

 3/11/19  
Steve Stratton, Labor Relations