

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

LETTER OF AGREEMENT

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

Whereas, the Employer implemented an expedited semester between the fall 2018 semester and the spring 2019 semester, and

Whereas, the expedited semester was deemed "Wintermester 2018-19", and

Whereas, several bargaining unit members taught courses during "Wintermester 2018-19", and

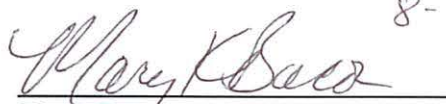
Whereas, the parties met to discuss the method of assignment and payment for teaching future "Wintermester" courses, and

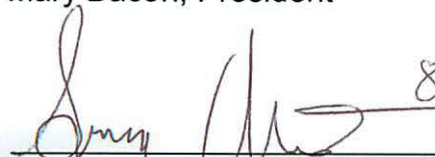
Whereas, the parties have reached agreement and desire to put the agreement in writing,

THEREFORE, THE PARTIES AGREE TO THE FOLLOWING:

1. Teaching "Wintermester" courses will have no bearing on the employee's load during either fall or spring semesters.
2. Teaching during "Wintermester" shall not count toward determination of an employee's bargaining unit status for purposes of Article 2- Recognition.
3. "Wintermester" courses will be made available to members of the bargaining unit after qualified, tenured and tenure-line faculty have been assigned.
4. Available "Wintermester" courses shall be posted for bargaining unit members to express interest in teaching.
5. Assignment of courses shall be at the discretion of the Employer and consistent with department policy.
6. Payment for teaching during "Wintermester" shall be at the Overload rate contained in Article 37, as amended and signed by David Eisler on 3/18/19.
7. This Letter of Agreement shall expire on June 30, 2020, unless extended in writing by the parties.

FOR THE UNION / DATE:


Mary Bacon, President


Sonya Alvarado, MFT/AFT

FOR THE EMPLOYER / DATE:


Paul Blake, Provost and VP


Steven Stratton, Labor Relations