LETTER OF AGREEMENT
Between
The Clerical Technical Union of MSU,
The Administrative Professional Association, MEA/NEA
And
Michigan State University

WHEREAS, the Clerical Technical Union of MSU (CTU) and the Administrative Professional Association, MEA/NEA (APA) and Michigan State University (University) recognize that some employee positions, and the work responsibilities associated with the positions, may develop and evolve in such a way as to change the classification of the position and the bargaining unit in which the position is placed; and

WHEREAS, the CTU, the APA and the University desire to ensure that an employee occupying such a position will not be harmed as a result of the position being placed in a different bargaining unit; and

WHEREAS, all parties recognize that although a decision to change the placement of a classification or a position from one bargaining unit to another bargaining unit requires the mutual consent of the University and both affected labor organizations, there will be occasions in which all affected parties will mutually consent to such changes;

IT IS AGREED:

1. Such positions as described above shall not be posted and filled in accordance with the appropriate Agreement if an employee occupies the position at the time of reclassification and change in bargaining unit. The employee who occupies the position at the time of reclassification and change in bargaining unit shall continue in the position.

2. If the employee has occupied the position for a period of time which is longer than the probationary period described in the Agreement affecting the position once it has been reclassified and placed in the appropriate bargaining unit, the employee shall be considered as having completed the probationary period. If the employee has occupied the position for a period of time which is shorter than the probationary period described in the Agreement affecting the position once it has been reclassified and placed in the appropriate bargaining unit, the employee shall be considered as being on probation for the remainder of the length of probation described in the Agreement.

For the Clerical Technical Union of MSU

For the Administrative Professional Association, MEA/NEA

For Michigan State University

Date

5-13-02

5-14-02

5-8-02