

**LETTER OF AGREEMENT  
BY AND BETWEEN  
CENTRAL MICHIGAN UNIVERSITY  
AND  
AFSCME LOCAL 1568, AFL-CIO**

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Central Michigan University ("CMU") and AFSCME Local 1568 ("Union") are parties to a collective bargaining agreement ("Agreement") expiring June 30, 2025.

1. Current terms of the Agreement govern paid leave availability for, and use by, bargaining unit members.
2. CMU and the Union have discussed the mutually beneficial arrangement of having Custodial employees within the AFSCME bargaining unit perform valve shutoff in situations where management determines there is a need for prompt action to mitigate potential damage.
3. As a result, CMU and the Union agree that CMU is within its rights under the collective bargaining agreement to train custodial employees in valve shutoff and to require them to perform valve shutoff when Management deems necessary.
4. CMU and the Union agree that Custodians performing valve shutoff as directed by management, will receive three hours of higher classification pay at the SM-8 level.
5. CMU and the Union agree that in instances of multiple valve shutoffs on the same day, where the same custodial employee is being directed by management to perform the multiple shutoffs; the custodial employee will be entitled to only three hours of higher classification pay.

This agreement is entered into in good faith by all parties and will not otherwise serve to amend or modify existing terms and conditions of the Agreement.

AGREED TO AND ACCEPTED THIS 21st DAY OF December 2023:

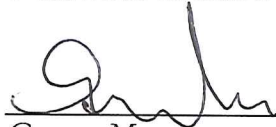
FOR THE UNIVERSITY:



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Scott J. Hoffman, J.D.  
Director/Employee Relations

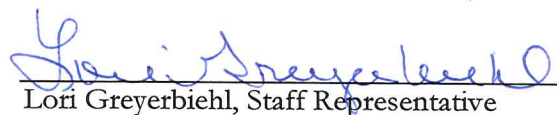
FOR THE UNION:



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George Moore  
President/AFSCME Local 1568

FOR COUNCIL 25:



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Lori Greyerbiehl, Staff Representative  
AFSCME Council 25