

**LETTER OF AGREEMENT
2021-2025 ESP Contract**

As a result of discussions between Lake Superior State University and Educational Support Personnel MEA/NEA, regarding Section 14. Loss of Seniority, the parties hereby agree without precedent, to amend Section 14. E for the purposes of aligning with the negotiated change to Section 16. Layoff and Recall paragraph B, "...Recall provisions shall be limited to twelve (12) months from date of layoff.

In the 2021-2025 contract Section 14. Loss of Seniority, paragraph E. states the following:

"E. If an employee is laid off for a continuous period of twenty-four (24) or more consecutive months."

Both parties agree to a change in language to Section 14. Paragraph E as follows:

"E. If an employee is laid off for a continuous period of twelve (12) or more consecutive months."

The change will go into effect immediately.

FOR THE UNIVERSITY

Wendy Beach

July 8, 2021
DATE:

FOR THE UNION

[Signature]

7 July, 21
DATE: