



8041-Human Resources  
P.O. Box 40010  
Lansing, MI 48901

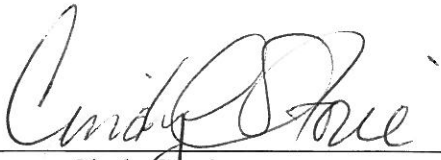
**Letter of Agreement Between  
LCC Chapter of Michigan Association for Higher Education MEA/NEA  
And  
Lansing Community College**

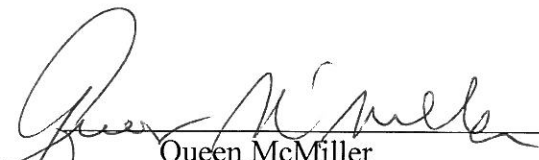
**July 9, 2008**

LCC MAHE, MEA/NEA and LCC administration have been working to implement the contractual language relative to Pilot Leave Program since August 21, 2006. After almost two years, the parties were not able to reach agreement to continue the program. As articulated in the LCC-MAHE 2005-2010 collective bargaining agreement, Article XXIII Employee Leaves, the parties have agreed to the following:

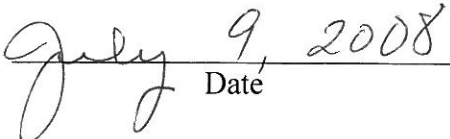
1. Revert to the LCC-MAHE 2005-2010 contract language in Appendix P – Employee Leaves Fallback.
2. Reversion will take effect the beginning of the 2008-09 academic year, August 18, 2008.
3. The College will calculate leave as spelled out in Article XXIII Employee Leaves of the LCC-MAHE 2005-2010 collective bargaining agreement and provide a statement of available leave time to all bargaining unit members following the opening of fall 2008 semester, but no later than September 1, 2008.

This Letter of Agreement has been developed to help the parties address this current and specific issue and shall not set precedence relative to any other issues. No agreements made herein are intended to modify the provisions of the Collective Bargaining Agreement.

  
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Cindy Storie  
President, MAHE/MEA/NEA

  
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Queen McMiller  
LCC Chief Human Resources Officer

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date