

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNITED MICHIGAN MEDICINE ALLIED PROFESSIONALS (UMMAP)
AND
THE UNIVERSITY OF MICHIGAN**

On February 21, 2025 the UMMAP filed a grievance, UMMAP - 25- 01, alleging a violation of the collective bargaining agreement's "Holidays" article. The dispute related to employee eligibility for holiday pay when an employee works on a holiday. The parties agree to the following terms as a resolution to this dispute.

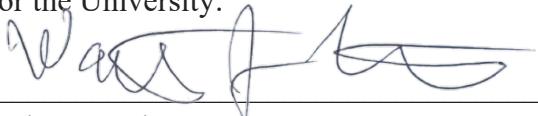
- 1) The parties agree to incorporate the following provision into the "Article 23 Holidays" of the collective bargaining agreement.

The holiday pay and the pay for time worked on the holiday shall be based on the twenty-four (24) hour period set forth below for those employees whose work schedule spans more than the calendar day on which the holiday is observed.

The holiday shall be the consecutive twenty-four (24) hour period starting with the employee's starting time on the calendar day on which the holiday is observed, except when one half (1/2) or more of an employee's work schedule occurs on the calendar day on which the holiday is observed and the balance of the work schedule begins on the preceding day, the twenty four (24) hour period shall start with the employee's starting time on the calendar day preceding the calendar day on which the holiday is observed. When less than one half (½) of an employee's work schedule occurs on the calendar day in which the holiday is observed, even though the employee's starting time starts on the calendar day on which the holiday is observed, the employee shall not be eligible for holiday pay or pay for working on the holiday.

- 2) This provision is effective upon execution and applies to all University-designated Holidays beginning with Thanksgiving Day 2025.
- 3) The Employer will include this provision in any training provided on the new collective bargaining agreement.
- 4) In consideration for this Settlement Agreement, UMMAP agrees to withdraw UMMAP Grievance - 25 – 01 and waives any claim for backpay based on the definition of holiday or the allegations alleged in this grievance. The parties agree that this Agreement fully and forever resolves Grievance #25-01.

For the University:



Walter Tetteh
Interim Director of Labor Relations

Date: _____

For UMMAP:



Penni Toney
President, UMMAP

Date: _____