

**Memorandum of Agreement**  
**between**  
**United Michigan Medicine Allied Professionals,**  
**AFT Local 6739, AFL-CIO (UMMAP)**  
**and**  
**the University of Michigan**

This Memorandum of Agreement (MOA) is between the University of Michigan and the United Michigan Medicine Allied Professionals (UMMAP) concerning the settlement of Grievance number 2025-216 over lead pay and the interpretation of the lead pay provisions in the Collective Bargaining Agreement (CBA). This MOA clarifies and supplements the language in Article 16 Compensation, Section C of the CBA.

The purpose of the settlement is to develop a mechanism for paying lead pay to employees who serve in a lead role as assigned by Management on an interim, shift-by-shift, or hourly basis.

The Parties agree that:

1. Employees who serve in the role of lead, as assigned by Management on a regular and continuous basis (hereafter Continuous Leads), will continue to receive the differential stipulated in Article 16, Section C.1.a.
2. Employees serving in the role of lead as assigned by Management on an interim basis (hereafter Interim Leads) shall receive a premium for those assigned hours. An employee qualifies as an Interim Lead when they are assigned to serve as lead by Management any time on an interim basis. A lead assignment is not on an interim basis when Management reasonably expects the employee will serve in a lead role as assigned by Management for fifty percent (50%) or more of their work schedule over the next six months at minimum.
3. The Employer retains its discretion to determine whether or not to assign an interim lead. No provision of this agreement requires an interim lead assignment.
4. The shift premium amounts shall be \$2/hour for employees in the ADEPT, Lab, Rehab, and Integrated Health Professionals bargaining units and \$4/hour for employees in the Behavioral Health bargaining unit. Payroll codes will be established specific to these premium amounts for work as an Interim Lead.
5. This agreement does not apply to those in the Medical Assistant bargaining unit.
6. The Employer agrees to pay interim lead pay, in accordance with provision 4 of this agreement, retroactively to all eligible employees backdated to April 27, 2025. The burden of proof is on the Union to demonstrate that the eligible employees were assigned intermittent lead duties by Management on any date for which retroactive pay is requested. The Union must submit all claims for retroactive lead pay within forty-five (45) calendar days of the execution of this agreement; these claims will then be validated by the Employer.

7. In consideration of this Settlement Agreement, UMMAP withdraws Grievance number 2025-216 and waives any claim for backpay related to the allegations regarding interim lead pay in this grievance beyond that which is contained in this agreement. The Parties agree that this agreement fully and forever resolves Grievance number 2025-216.
8. Except for the express terms contained herein, this agreement does not modify or alter the terms and conditions of the parties' collective bargaining agreement. This Agreement may not be cited or referred to in any future legal proceeding except in a proceeding to enforce the terms of this Agreement.

**For the University:**



1/26/26

Walter Tetteh  
Interim Director of Labor Relations

**For UMMAP:**



1/26/2026

Penni Toney  
UMMAP President



1/26/26

Sarah Rehberg  
Senior Labor Relations Advisor