

SETTLEMENT AGREEMENT

The University of Michigan (the "University") and the United Michigan Medicine Allied Professionals AFT Local 6739, AFL-CIO ("UMMAP") have agreed to the following resolution of Grievances #25-05, 25-06, and 25-07 filed by UMMAP regarding Article 16 C (2) Preceptor/Training Pay. In resolution of this matter the parties agree to the terms as follows:

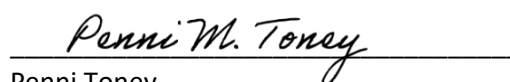
1. The parties agree that Bargaining Unit members, as of November 17, 2025, are entitled to Preceptor/Training Pay when management assigns the Bargaining Unit member to train/precept/educate other employees on new competencies necessary to perform their job duties. Bargaining Unit members shall be entitled to this pay when assigned to this duty, regardless of whether training is included in their job description. Bargaining unit members who are assigned a shadow employee are entitled to Preceptor/Training Pay if they are required by management to provide training on new competencies.
2. The parties agree that if the arbitrator awards retroactive pay in grievance 25-03 the University will also pay backpay to Bargaining Unit members who meet the requirements of paragraph 1 of this Agreement and have not already received pay for this assignment. The parties further agree that if the arbitrator denies retroactive pay in grievance 25-03 this Agreement shall be applied prospectively from November 17, 2025, and no Bargaining unit member shall be entitled to backpay under the terms of this Agreement.
3. In consideration of this Agreement, UMMAP withdraws Grievances #25-05, 25-06, 25-07, and waives any claims not addressed in this Agreement associated with those Grievances.
4. Nothing in this agreement alters, modifies, or changes any terms of the collective bargaining agreement.

For the University:



Walter Tetteh
Interim Director of Labor Relations

For UMMAP :



Penni Toney
President, UMMAP

Date: 11/17/25

Date: 11/17/2025