LETTER OF UNDERSTANDING

Between

Northwestern Michigan College

And

SEIU Local 517M

Both parties mutually agree that the following language in Article X (Discipline and Dismissals) Section 1. (1) will be modified to read as follows:

All written disciplinary actions will be presented in the presence of a union steward, be signed by the steward and the employee, and shall clearly indicate that the employee's signature does not mean an agreement to the charges or penalties.

Hollie DeWalt
Hollie DeWalt, Interim AVP of Human Resources 2/17/2023
Date

Philip Frowbridge
Philip Frowbridge, Unit President 2/17-23
Date

Christine Stressman
Christine Stressman, Sr. Labor Relations Spec. (SEIU) 2/17-23
Date