

Addendum to Eau Claire Public Schools Michigan Education Support Personnel 2018-2021 Master Agreement

This Addendum is made to the 2018-2021 Master Agreement executed by and between the Board of Education and the Eau Claire Public Schools, Eau Claire, Michigan (the "Board"), and the Michigan Education Support Personnel Association/Michigan Education Association/National Education Association, ("the Association.").

It is mutually understood and agreed by and between the undersigned parties that the Eau Claire Public Schools 2018-2021 Master Agreement is amended as follows:

ARTICLE 8: Personnel Reduction, Lay-Off, and Recall

1. Lay-Off 1.2. When the Employer determines that it is necessary to reduce the workforce, the Employee(s) to be laid off shall be notified of the layoff at least fifteen (15) calendar days before the effective date of the layoff. *This notification period shall be waived if a Work-Share Program is implemented.*

Additional Language: 1.7. The Employer reserves the right to apply for and implement a Work-Share Program in the event that all employees in a classification have an equal percentage of reduction in hours. In the event of a Work-Share Program implementation, the employer will follow all regulations including submitting the application; certifying hours; maintaining Paid Leave (equal to the hours scheduled plus furlough hours), and maintaining retirement hours. Employees will agree not to exceed the scheduled hours during the Work-Share reduction.

Except as set forth in the Addendum, the Agreement is unaffected and shall continue in full force and effect in accordance with its terms.

This addendum will expire at the end of the current Master Agreement and will not be established as past practice.

This Addendum to be executed on the day and year noted below.

Date: June 17, 2020

Lou Ann Vidmar

Lou Ann Vidmar, MEA Representative

Date: 6/17/2020

David Krugh
Education President

David Krugh, Eau Claire Board of