

SIDE LETTER

PAY-OUT OF HOLIDAY WORK COMPENSATION FOR
EMPLOYEES WITH HOLIDAY CREDIT BALANCES IN
EXCESS OF 100 HOURS

The parties agree to the following procedure to implement provision 19.8 of the collective bargaining agreement for employees with a Holiday Credit balance in excess of one-hundred (100) hours at the time of implementation of the successor contract.

1. Employees with Holiday Credit in excess of one-hundred (100) hours may submit a written request for a cash pay-out of all or part of the hours in excess of one-hundred (100).

~~2. The Campus may concur with the request and take the appropriate steps to pay the employee the number of hours requested at the employee's current rate of pay at the time of the payout.~~

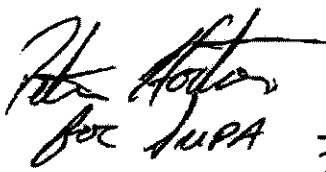
3.2 If the Campus is not able to pay the entire amount of the hours requested at the time of the request, the hours may be paid out as follows:

a. If the employee is requesting between 100 and 300 hours, the Campus will pay the amount requested in excess of one-hundred (100) hours within twelve (12) months of the date of the request.

b. If the employee is requesting more than 300 hours, the Campus will pay the employee the amount requested within twenty-four (24) months of the date of the request.



Sharyn Abernathia 6/21/06
Date


for IUPA 7/12/06

Jim Procida Date