

LETTER OF UNDERSTANDING

Convenience overtime can be offered as a grievance settlement per the grievant. An employee can use their convenience overtime when it is convenient to them, but a supervisor must already be here. They cannot do any bargaining unit work.

The hours will be charged when they are worked.

Any more specific provisions would be negotiated as part of each settlement.

UNION

Charles M. Meade

COMPANY

GW Donley
