

**LETTER OF AGREEMENT  
BY AND BETWEEN  
CENTRAL MICHIGAN UNIVERSITY  
AND  
NABET/CWA LOCAL 412, AFL-CIO**

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Central Michigan University ("CMU") and NABET/CWA Local 412, AFL-CIO ("Union") are parties to a collective bargaining agreement ("Agreement") expiring June 30, 2025.

1. Current terms of the Agreement govern paid leave availability for, and use by, bargaining unit members.
2. CMU has approved three additional closure days as follows: December 22, 2025; December 23, 2025; and January 2, 2026.
  - a. Pay for the three additional closure days noted above will follow standard CMU pay practices for university closures.
  - b. Bargaining unit members who would not normally be scheduled to work on a closure day may take an additional paid leave day in lieu of the closure day.
  - c. Bargaining unit members who work in 24-hour operations or who are required to work on a closure day shall receive their regular rate of pay for all hours worked during the closure day and will receive equivalent additional paid leave time for each hour worked on the closure day, which must be used within one year of earning.

This agreement is entered into in good faith by all parties and will not otherwise serve to amend or modify existing terms and conditions of the Agreement.

AGREED TO AND ACCEPTED THIS 23 DAY OF June 2025:

FOR THE UNIVERSITY:



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Scott J. Hoffman, J.D.  
Director/Employee Relations

FOR THE UNION:



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Michael Horace, President  
NABET/CWA Local 412, AFL-CIO