

TEMPORARY AGREEMENT EFFECTIVE NOVEMBER 23, 2020 TO JUNE 30, 2021

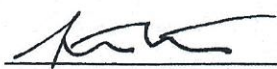
This side letter of agreement (the "Agreement") is entered into by and between Frostburg State University ("the Institution") and the American Federation of State, County and Municipal Employees ("the AFSCME"). The purpose of the Agreement is to address the current financial situation of the Institution.

1. All layoff notices will be rescinded effective at 12:01 a.m. on Wednesday, November 25, 2020.
2. Employees using administrative leave following a layoff notice shall be reinstated without leave penalty effective at 12:01 a.m. on Wednesday, November 25, 2020.

Salary Range		Percent Reduction
Min	Max	
\$70,001	\$99,999	3.90%
\$55,001	\$70,000	3.70%
\$50,001	\$55,000	3.31%
\$40,001	\$50,000	1.25%
\$0	\$40,000	0.00%

3. Salary reductions will be reduced for those bargaining unit members beginning with the lowest pay grades if there are bargaining unit positions that become vacant due to retirements that do not have to be filled in FY 2021. The vacancy will be credited towards the bargaining units fair share of the FSU salary reduction savings.
4. All temporary salary reductions negotiated by this agreement to base pay will end on July 1, 2021.
5. The current Memorandum of Understanding for Nonexempt employees shall remain in effect until the completion of the Coalition Memorandum of Agreement negotiations and subsequent negotiations with Frostburg State University.
6. Employees earning \$40,001 and higher will follow the furlough/salary reduction plan percentages as listed above and will receive three (3) administrative holiday days to use on December 18, 2020, December 21, 2020 and December 22, 2020.
7. Employees earning \$40,000 and below will not receive a salary reduction. Bargaining unit members may work on these days, or use accrued and/or personal leave on December 18, 2020, December 21, 2020, and December 22, 2020.

All other terms and conditions of the MOU shall remain in full force and effect throughout the duration of this MOU.

 11/23/20

Stuart Katzenberg, AFSCME Chief Negotiator

 11/23/2020

Leon L. Wyden Date FSU Chief Negotiator

 11/23/2020

Danielle Dabrowski AFSCME Local #239 President