Side Letter Agreement 3
Article 22 – No Strikes
AFSCME SX04
April 19, 2005
Page 1 of 1

Side Letter Agreement

If the University and AFSCME engage in reopener bargaining pursuant to Article 8 – Duration, section A.1.b., A.1.c., or A.1.d., the parties agree to meet and confer pursuant to HEERA over salary adjustments for that contract year.

The ~~University~~ parties ~~will~~ agree that~~lift~~ the contractual prohibition against strikes and concerted activities provided for in the No Strikes article shall be waived upon~~during~~ the conclusion of the HEERA required impasse procedures for the reopener bargaining. ~~However, both parties agree and understand that all HEERA requirements pertaining to the union's ability to strike during negotiations, including the conclusion of the HEERA required impasse procedures, remain in full force and effect.~~

Freya Foley 4/20/05 Date

Raul Worthman 4/20/05 Date