

Side-Letter Agreement between the State College and University Board

1. This agreement shall apply to all acting manager assignments that begin after the execution of this agreement. Existing acting manager assignments that begin thereafter, they must conform with the terms of this agreement.

and the statewide SCUPA President or designee shall be informed of the appointment. Appointments shall be for a period of up to two (2) years without the

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2. The notice regarding the assignment shall be provided to the SCUPA Representative of the university and the local SCUPA Representative and documented in writing. In the event there is not a local SCUPA Representative arrangements shall be made between the

university and the statewide SCUPA Representative. In the event there is not a local SCUPA Representative arrangements shall be made between the

manager assignment. SCUPA bargaining unit work performed by the acting manager will be returned to the SCUPA bargaining unit. In no case will an acting manager assignment include the bargaining unit work for more than two (2) years.

7. At the end of the acting manager assignment, a professional employee shall return to

professional employee is serving a probationary period at the time he/she accepts an

acting manager assignment, the first part of the acting manager assignment shall be

the completion of his/her probationary period. Upon return to the SCUPA bargaining unit, the employee must successfully complete the balance of his/her probationary period

8. The provisions of Article 9, Welfare and Article 10, Seniority shall apply during the term of the assignment. A professional

Classification will not be applicable during the term of the assignment. A professional

Reward Manual and Temporary Out of Classification Guidelines. Upon return to the

professional employee's SCUPA position, the professional employee will be placed on

the pay range and step that would have been applicable had the employee remained in

the SCUPA bargaining unit covered position.

9. During the term of the assignment, the provisions of the bargaining agreement (CBA) shall be waived and management rules, policies, and

procedures shall apply except as follows:

a. Article 14, Holidays, shall apply with the exception of Section 3.

b. Article 15, Annual Leave and Unpaid Leave, shall apply with the exception of Section 3.

c. Article 16, Sick Leave, shall apply with the exception of Section 3.

d. Article 17, Health Benefits, shall apply with the exception of Section 3.

e. Article 18, Life Insurance, shall apply with the exception of Section 3.

f. Article 19, Disability, shall apply with the exception of Section 3.

g. Article 20, Grievance, shall apply with the exception of Section 3.

h. Article 21, Arbitration, shall apply with the exception of Section 3.

i. Article 22, Discipline, shall apply with the exception of Section 3.

j. Article 23, Termination, shall apply with the exception of Section 3.

k. Article 24, Leaves of Absence, Article 25, Leaves of Absence Without Pay,

Article 26, Family Care Leave, Article 27, Parental Leave, Article 28, Bereavement Leave,

Article 29, Sick Leave Bank, shall apply.

d. Health Benefits shall continue to be provided during the term of the acting

manager assignment in accordance with Article 22, Health Benefits.

e. Article 29, Life Insurance, shall apply.

f. Article 30, Disability, shall apply.

g. Article 31, Grievance, shall apply.

h. Article 32, Arbitration, shall apply.

i. Article 33, Discipline, shall apply.

j. Article 34, Termination, shall apply.

k. Article 35, Leaves of Absence, shall apply.

l. Article 36, Family Care Leave, shall apply.

m. Article 37, Parental Leave, shall apply.

n. Article 38, Bereavement Leave, shall apply.

o. Article 39, Sick Leave Bank, shall apply.

p. Article 40, Disability, shall apply.

q. Article 41, Grievance, shall apply.

r. Article 42, Arbitration, shall apply.

s. Article 43, Discipline, shall apply.

t. Article 44, Termination, shall apply.

unit position, all acting managers shall be considered to be in their SCUPA bargaining unit, for the purpose of applying the furlough and recall provisions of the CBA. Seniority credit shall be provided for all time served as an acting manager up to the date of the furlough.

h. Article 34, Vacancies, shall apply. An acting manager may apply for posted vacancies within the SCUPA bargaining unit in accordance with Article 34 vacancies.

the bargaining unit.

j. Article 36, Section 12, shall apply. Tuition waiver during the term of the acting

Section 12.