



State System of Higher Education

The System Works for Pennsylvania

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DEC 11 2000

4746 D...  
Mechanicsburg, PA 17055

RE: Article 14 - Discharge, Demotion,  
Suspension and Discipline

Dear Mr. Kolmberg:

The State System of Higher Education (State System) and the State College and University Professional Association (SCUPA) agree to the following:

Arbitrator Edward Davalos' July 26, 1996 decision on the arbitrability of issues arising from a violation of Article 14 and his October 14, 1996 decision regarding the merits of the discharge of a probationary employee will be considered null and void and will not be used in any subsequent arbitration or any other matter.

*Edward P. Kelley, Jr.*  
Edward P. Kelley, Jr.  
Vice Chancellor for Employee  
and Labor Relations

*Marg C. Kornfeld* 12/7/00  
Marg C. Kornfeld Date  
UniServ Representative

*Raymond Bazylek* 12-10-10  
Raymond Bazylek Date  
President, SCUPA