LETTER OF UNDERSTANDING
February 10, 1999

1. This letter of understanding is entered into by the parties, Mott Community College, the Pro-Tech bargaining unit affiliated with the MEA, the Secretarial-Clerical and Maintenance and Operations bargaining units affiliated with the SEIU, and the Supervisory/Managerial unit affiliated with the UAW.

2. The parties have discussed the following language concerning the "me too" clause:
   When changes, including, but not limited to, changes from the Benefits Task Force, results in cost savings which are used to improve other compensation or benefits, the "me too" clause is not triggered.

3. With the exception of the Pro-Tech, the parties have indicated that they always felt the existing "me too" included the language in 2 above, that is, if one group was to negotiate an improvement that was offset by a reduction, the improvement could not be received under the "me too" by other groups unless the corresponding reduction was also implemented.

4. In our discussions to date, the College has indicated its willingness to implement the "me too" as follows:
   When there is an explicit economic exchange or quid pro quo in another unit, all other units may receive that package if desired. If that specific exchange is not possible, the College will bargain to design a comparable package if desired by the Union.

5. The Pro-Tech has indicated their willingness to accept the concepts above, even though they disagreed that these concepts were already contained in the existing language.

6. Therefore, the parties agree that, effective today, the "me too" can be interpreted and administered in connection with existing contract language and this letter of understanding.

7. This Letter of Understanding is effective beginning February 10, 1999 and terminates June 30, 2001, subject to renewal by a written extension upon agreement of all the parties. If any party requests a review of this Letter of Understanding prior to June 30, 2001, the parties agree to meet to discuss the concerns of that party.