



**SEIU 517M**  
PUBLIC EMPLOYEES

**LETTER OF UNDERSTANDING**

Between

Northwestern Michigan College

And

SEIU Local 517M

Both parties mutually agree that the following language in Article X (Discipline and Dismissals) Section 1. (I) will be modified to read as follows:

*All written disciplinary actions will be ~~presented in the presence of a union steward, be signed by the steward and the employee, and shall clearly indicate that the employee's signature does not mean an agreement to the charges or penalties.~~*

*Hollie DeWalt*

Hollie DeWalt, Interim AVP of Human Resources

2/17/2023

Date

*Philip Trowbridge*

Philip Trowbridge, Unit President

2-20-23

Date

*Christine Stressman*

Christine Stressman, Sr. Labor Relations Spec. (SEIU)

2-17-23

Date