LETTER OF UNDERSTANDING
BY AND BETWEEN
THE
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 286
AND
BATES TECHNICAL COLLEGE

Subject: One Time Reset Training

This Letter of Understanding ("LOU") is entered into by and between the International Union of Operating Engineers, Local 286 ("The Union"), and Bates Technical College ("The College").

Recitals

A. The College and the Union are signatory to a 2014 – 2016 Collective Bargaining Agreement ("CBA").

B. The CBA does not contain provisions giving rise to IUOE members earning a onetime stipend for reset training.

C. The college has an interest in reset training for all security officers.

The following shall be set forth as terms of this agreement:

1. The College shall make available to every Campus Public Safety Officer an eight (8) hour reset training class during paid time before September 30, 2014.

2. All Campus Public Safety Officers shall be paid a onetime one thousand dollar stipend for completion of reset training upon the first pay period after September 30, 2014.

The terms of this LOU shall become effective upon signature by all parties below:

All other terms of the provisions of the 2014 – 2018 Collective Bargaining Agreement shall remain in full force and effect.

Bates Technical College

International Union of Operating Engineers, 286

[Signatures and dates provided]

Geoff Kaufman, Director of Human Resources

Margaret Englund, Business Representative