

**Memorandum of Understanding
#2010-02**

RE: Section 22.05 – Bereavement

This agreement is made by and between:

The North Central State College Board of Trustees (hereafter, "College") and the North Central State Faculty Association – American Association of University Professors (hereafter, "NCSFA-AAUP") together collectively (hereafter, "Parties").

It is agreed that Section 22.05 of the Collective Bargaining Agreement be replaced and superseded by the following for the remainder of the agreed upon term of the agreement:

Section 22.05 – Bereavement

- (a) A request for a paid absence due to bereavement leave must be accomplished through the use of a Request for Leave form. It must be submitted to the Dean within five (5) working days of returning to work.

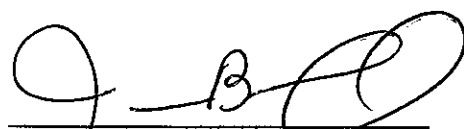
- (b) Bereavement shall be granted as follows: up to five (5) days bereavement leave for the death of a spouse or child; up to four (4) days for the death of a parent, parent-in-law, brother, sister or member of the same household and/or claimed as dependents for IRS purpose; up to two (2) days for the death of a grandparent, grandchild, brother-in-law, sister-in-law, son-in-law, daughter-in-law, uncle, aunt, niece, or nephew and spouse's relatives (grandparent, grandchild, uncle, aunt, niece and nephew).

Signed this ^{15th} 4th day of June, 2010 by the designated representatives of the Parties hereto in duplicated originals.

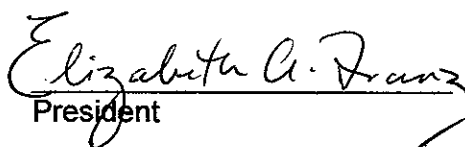
It is so agreed,

For the College

For the NCSFA-AAUP



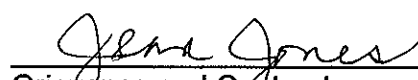
Vice President – Business &
Administrative Services



President



Director – Human Resources



Grievance and Contract
Administration Officer