

November 18, 2009

Lucye Millerand,
American Federation of Teachers, AFL-CIO
75 Paterson Street
New Brunswick, NJ 08901

Re: Amendment to Article 46-Union Security of the Agreement between URA-AFT Local 1766 and Rutgers University

Dear Lucy:

Pursuant to discussions held between URA-AFT Local 1766 and Rutgers University, the parties agree to amend paragraph 6 of Article 46-Union Security of the 2007 – 2011 Memorandum of Agreement between the parties as follows:

In addition Rutgers agrees to permit authorized representatives of the URA-AFT employed by Rutgers to take time off without pay for the purpose of attending union conventions, conferences and educational classes. The total amount of such time off is as follows:

Shall not exceed 50 days per first fiscal year of this agreement (7/1/07-6/30/08)

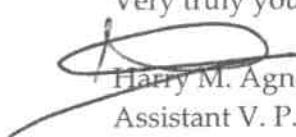
Shall not exceed 40 days per second fiscal year of this agreement (7/1/08-6/30/09)


Shall not exceed 50 days per third fiscal year of this agreement (7/1/09-6/30/10)

Shall not exceed 45 days per fourth fiscal year of this agreement (7/1/10-6/30/11)

By signing below, The URA-AFT marks their assent to this amendment.

Very truly yours,


Harry M. Agnostak J.D.
Assistant V. P. for Human Resources


Lucye Millerand
President,
URA AFT Local 1766

12/2/09
Date