



Office of the Chancellor | Dixon University Center | 2986 North Second Street | Harrisburg, PA 17110-1201
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June 21, 2007

Mr. David R. Fillman
Executive Director
AFSCME Council 13
4031 Executive Park Drive
Harrisburg, Pennsylvania 17111-1599

Dear Mr. Fillman:

After discussions with the American Federation of State, County, and Municipal Employees (AFSCME) regarding appointments above the minimum, the Pennsylvania State System of Higher Education agrees to the following procedure:

1. Prior to making an appointment above-the-minimum salary, Universities will notify the appropriate District Council Director of AFSCME. Such notification shall include the reason for the above the minimum appointment.
2. The appropriate District Council Director will have five working days to review the notice from the University and comment on the appointment above the minimum.
3. In those cases where the five working day commitment period may result in a University losing a candidate for a critical or difficult to fill vacancy, the University will advise the District Council that a prompt comment is necessary.

Please acknowledge your acceptance of the foregoing by signing on the line provided below and returning a signed copy to my office.

Sincerely,

Thomas M. Krapsho
Acting Vice Chancellor for Human Resources and Labor Relations

TMK/tlh

c: Mr. Donald Adams

6/26/07

David R. Fillman
On behalf of AFSCME

Date