

# **MICHIGAN STATE UNIVERSITY**

Letter of Agreement  
Between  
Michigan State University,  
and  
IUOE Local 324

As a result of discussions between the Parties, the following is hereby agreed as an addition to the 2018 - 2022 Collective Bargaining Agreement Between Michigan State University (hereinafter "the University") and the IUOE Local 324 (hereinafter "the Union").

1. The University's contribution to the 403 (b) base retirement program for every employee within the bargaining unit represented by the Union shall be reduced from ten (10%) percent of the employee's retirement eligible earnings to seven and 4/10 (7.40%) percent of the employee's retirement eligible earnings.
  - a. The reduction in the University's contribution to the 403 (b) base retirement program above shall be implemented as soon as practicable after full ratification.
  - b. The reduction in the University's contribution to the 403 (b) base retirement program shall remain in place for thirty-nine (39) full pay periods from the date of implementation and then shall automatically be restored.
2. The two (2.00%) percent wage increase called for under the 2018 – 2021 Memorandum of Understanding Between Michigan State University and Coalition of Labor Organizations at MSU scheduled to take effect on December 16, 2021, shall be delayed until June 16, 2023.
  - a. The one (1.00%) percent wage increase called for under the 2022 – 2025 Memorandum of Understanding Between Michigan State University and Coalition of Labor Organizations at MSU scheduled to take effect on December 16, 2022, shall be based on the wages in effect on December 15, 2021, and without the inclusion of the delayed two (2.00%) percent wage increase.
  - b. The delayed two (2.00%) percent wage increase will be based on the wages in effect on June 15, 2023, inclusive of the one (1.00%) percent wage increase in paragraph 2(a) above.
  - c. There shall be no retroactivity of any kind as a result of the delay of the two (2.00%) percent wage increase.
3. This Letter of Agreement shall supersede any contrary provision of any other agreement of the parties, including the parties' Collective Bargaining Agreement.



## **Human Resources**

### **Employee Relations**

Michigan State University

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4. During the negotiations for the successor to the current 2019 - 2023 Collective Bargaining Agreement the parties shall not propose, negotiate, or implement any further reductions in, or restoration of, the University contribution to the 403 (b) base retirement program.
5. This Letter of Agreement is non-precedent setting.

FOR THE EMPLOYER



Richard W. Fanning, Jr., Director  
Office of Employee Relations

Date: 2/9/2022

FOR THE UNION



Jeff McCarthy, Business Representative  
IUOE, LOCAL 324

Date: 2/9/22