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

As a result of discussions between the Parties, the parties hereby agree to the following revision to their Letter of Agreement signed on February 9, 2021 (hereinafter referred to as the “February LOA”)

1. The reference to “thirty-nine (39) full pay periods” in paragraphs 1.b. of the February LOA shall be revised to “thirteen (13) full pay periods.”

2. Paragraph 2 of the February LOA shall be revised as follows:
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, 2022.

   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. The remaining provisions of the February LOA shall remain in effect.

4. This Letter of Agreement is non-precedent setting.

FOR THE EMPLOYER

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

Date: May 10, 2022

FOR THE UNION

Jeff McCarthy, Business Representative
IUOE, LOCAL 324

Date: 5/16/22