

**MICHIGAN STATE  
UNIVERSITY**

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, ~~2023~~ 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.



**Human  
Resources**

Employee Relations

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FOR THE EMPLOYER

FOR THE UNION

Handwritten signature of Richard W. Fanning, Jr. in blue ink.

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

Handwritten signature of Jeff McCarthy in blue ink.

Jeff McCarthy, Business Representative  
IUOE, LOCAL 324

Date: May 10, 2022

Date: 5/6/22