Letter of Agreement
Between
Michigan State University,
and
Spartan Skilled Trades Union

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 (“University”) and the Spartan Skilled Trades Union (“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 five (5%) percent of the employee’s retirement eligible earnings.

2. This Letter of Agreement shall supersede any contrary provision of any other agreement of the parties, including the parties’ Collective Bargaining Agreement.

3. The reduction outlined in Paragraph 1 above shall be implemented as soon as practicable after full ratification.

4. The reduction outlined in this Letter of Agreement shall remain in place for thirty-nine (39) full pay periods from the date of implementation and then shall automatically be restored.

5. During the negotiations for the successor to the current 2018 - 2022 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.

6. It is understood by both parties that these retirement reductions are part of a shared sacrifice made by University employees in response to the financial hardships suffered by the University due to the COVID-19 pandemic.

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

FOR THE EMPLOYER

[Signature]
Richard W. Fanning, Jr., Director
Office of Employee Relations

Date: 2/10/2022

FOR THE UNION

[Signature]
Dan Barney, President
Spartan Skilled Trades Union

Date: Feb 10, 2022
Letter of Agreement
Between
Michigan State University,
and
Spartan Skilled Trades Union

As a result of discussions between the parties, the following is agreed between Michigan State University ("University") and the Spartan Skilled Trades Union ("Union") regarding health care.

1. The health care provisions set forth in the 2022-2025 Memorandum of Understanding ("MOU") between the University and the Coalition of Labor Organizations at MSU ("CLO") shall apply to employees represented by the Union as follows:
   a. Paragraph 2 of the MOU shall apply as written.
   b. Paragraph 3 of the MOU shall apply but the word "Coalition" shall be replaced by the word "Union."
   c. Paragraph 5 of the MOU shall not apply, but the University agrees not to oppose the SSTU's attendance at JHCC meetings with the consent of the JHCC.
   d. Paragraph 6(A) & (B) of the MOU shall apply but the word "Coalition" shall be replaced by the word "Union." Paragraph 6 (C) shall not apply.
   e. Paragraph 7 of the MOU shall apply but the word "Coalition" shall be replaced by the word "Union."

This agreement regarding health care shall commence on January 1, 2022 and remain in place for a minimum of eighteen consecutive months, subject to paragraph 3 below.

2. The parties shall negotiate over wages and health care (any changed health care to commence at the conclusion of the 18 months referenced above) at their upcoming negotiations for a successor collective bargaining agreement.

3. The health care described in this Letter of Agreement is subject to changes made through agreements between the CLO/JHCC and the University. The University shall provide at least two (2) weeks-notice to the Union of any change in the health care plans if the Union is not a participant in the CLO/JHCC process as referenced in Paragraph 5 of the MOU. This paragraph shall no longer apply once the 18 months referenced above has expired and the parties have reached agreement on a successor to their collective bargaining agreement or as otherwise as otherwise permitted by law.
4. The illustrative rates applicable to any employees represented by the Union shall be the same as those applicable to employees represented by members of the CLO until the parties reach an agreement concerning health care as part of their upcoming negotiations for a successor collective bargaining agreement or as otherwise allowed by the Public Employment Relations Act.

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

FOR THE EMPLOYER

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

Date: 2/10/2022

FOR THE UNION

Dan Barney, President
Spartan Skilled Trades Union

Date: Feb 10, 2022