

**Memorandum of Understanding by and Between
Lansing Community College Chapter of Facilities Maintenance Association (MEA/NEA)
and
Lansing Community College
June 21, 2022**

As a result of their 2022 Salary Reopener negotiations, the parties have agreed to modify the provisions of Article XIV (Compensation), and Appendix A (Wage Scale), of their 2019-2024 Collective Bargaining Agreement.

Following are the revised provisions:

ARTICLE XIV. WAGE RATES

Either party may reopen negotiations with respect to wage rates, but only by delivering written demand for bargaining to the other party during the month of February 2022. Any rate changes resulting from such negotiations shall be effective from July 1, 2022, through June 30, 2024, except as otherwise agreed by the parties. If the Agreement expires and no successor agreement has been negotiated, employees shall not further advance on the steps of the wage scale until a successor agreement has been reached, unless otherwise agreed to by the parties in writing.

APPENDIX A: 2019-2024 WAGE SCHEDULE

- A. Maintain current contract for salaries for 2022-2023 fiscal year.
- B. For fiscal year 2022-23, employees who are above the Red Circle rates will retain their current rate and be paid an annual lump sum in an amount equal to two and a half times the Red Circle Annual Lump Sum amount on the Pay Schedule.
- C. A new employee may be hired at Step 1, Step 2, or Step 3 based on qualifications, experience, and market factors.
- D. Employees who are on the schedules below will advance each year up to the maximum of the pay schedules.
- E. Pay rate changes from one step to another will be effective at the beginning of the first full payroll period starting closest to completion of each full year of service in the job title, until an employee reaches the maximum rate for the job title.
- F. Employees who are at the red circle rate will be paid the lump sum payment.
- G. Employees who are above the red circle rates will be paid to two- and one-half times the lump sum payment in lieu of any pay increase.

H. Pay Schedules for each year of the contract are indicated below:

2019-2020 Pay Schedules

| <i>Hourly Rates</i> | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|------------------------|---------|---------|---------|---------|---------|---------|
| Custodian | \$10.35 | \$11.07 | \$11.70 | \$12.21 | \$12.63 | \$12.94 |
| General Maintenance | \$14.49 | \$15.32 | \$16.04 | \$16.66 | \$17.18 | \$17.70 |
| Maintenance Mechanic | \$17.18 | \$17.75 | \$18.27 | \$18.73 | \$19.15 | \$19.77 |
| Journeyman Carpenter | \$22.77 | \$24.63 | \$26.29 | \$27.74 | \$28.98 | \$30.02 |
| Journeyman HVAC | \$23.81 | \$25.67 | \$27.32 | \$28.77 | \$30.02 | \$31.05 |
| Journeyman Plumber | \$23.81 | \$25.67 | \$27.32 | \$28.77 | \$30.02 | \$31.05 |
| Journeyman Electrician | \$23.81 | \$25.67 | \$27.32 | \$28.77 | \$30.02 | \$31.05 |

| <i>Red Circle Table</i> | Red Circle | Lump |
|-------------------------|------------|----------|
| General Maintenance | \$24.41 | \$505.23 |
| Maintenance Mechanic | \$28.48 | \$589.47 |
| Journeyman Carpenter | \$34.93 | \$723.01 |
| Journeyman HVAC | \$36.38 | \$752.96 |
| Journeyman Plumber | \$36.38 | \$752.96 |
| Journeyman Electrician | \$36.38 | \$752.96 |

2020-2021 Pay Schedules

| <i>Hourly Rates</i> | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|------------------------|---------|---------|---------|---------|---------|---------|
| Custodian | \$10.71 | \$11.46 | \$12.10 | \$12.64 | \$13.07 | \$13.39 |
| General Maintenance | \$15.00 | \$15.85 | \$16.60 | \$17.25 | \$17.78 | \$18.32 |
| Maintenance Mechanic | \$17.78 | \$18.37 | \$18.91 | \$19.39 | \$19.82 | \$20.46 |
| Journeyman Carpenter | \$23.57 | \$25.50 | \$27.21 | \$28.71 | \$29.99 | \$31.07 |
| Journeyman HVAC | \$24.64 | \$26.57 | \$28.28 | \$29.78 | \$31.07 | \$32.14 |
| Journeyman Plumber | \$24.64 | \$26.57 | \$28.28 | \$29.78 | \$31.07 | \$32.14 |
| Journeyman Electrician | \$24.64 | \$26.57 | \$28.28 | \$29.78 | \$31.07 | \$32.14 |

| <i>Red Circle Table</i> | Red Circle | Lump |
|-------------------------|------------|----------|
| General Maintenance | \$24.53 | \$507.76 |
| Maintenance Mechanic | \$28.62 | \$592.42 |
| Journeyman Carpenter | \$35.11 | \$726.62 |

| <i>Red Circle Table</i> | Red Circle | Lump |
|-------------------------|------------|----------|
| Journeyman HVAC | \$36.56 | \$756.72 |
| Journeyman Plumber | \$36.56 | \$756.72 |
| Journeyman Electrician | \$36.56 | \$756.72 |

2021-2022 Pay Schedules

| <i>Hourly Rates</i> | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|------------------------|---------|---------|---------|---------|---------|---------|
| Custodian | \$11.09 | \$11.86 | \$12.53 | \$13.08 | \$13.53 | \$13.86 |
| General Maintenance | \$15.52 | \$16.41 | \$17.19 | \$17.85 | \$18.40 | \$18.96 |
| Maintenance Mechanic | \$18.40 | \$19.01 | \$19.57 | \$20.07 | \$20.51 | \$21.18 |
| Journeyman Carpenter | \$24.39 | \$26.39 | \$28.16 | \$29.71 | \$31.04 | \$32.15 |
| Journeyman HVAC | \$25.50 | \$27.50 | \$29.27 | \$30.82 | \$32.15 | \$33.26 |
| Journeyman Plumber | \$25.50 | \$27.50 | \$29.27 | \$30.82 | \$32.15 | \$33.26 |
| Journeyman Electrician | \$25.50 | \$27.50 | \$29.27 | \$30.82 | \$32.15 | \$33.26 |

| <i>Red Circle Table</i> | Red Circle | Lump |
|-------------------------|------------|----------|
| General Maintenance | \$24.66 | \$510.30 |
| Maintenance Mechanic | \$28.77 | \$595.38 |
| Journeyman Carpenter | \$35.28 | \$730.26 |
| Journeyman HVAC | \$36.75 | \$760.51 |
| Journeyman Plumber | \$36.75 | \$760.51 |
| Journeyman Electrician | \$36.75 | \$760.51 |

2022-2023 Pay Schedules

| <i>Hourly Rates</i> | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|------------------------|---------|---------|---------|---------|---------|---------|
| Custodian | \$11.48 | \$12.28 | \$12.97 | \$13.54 | \$14.00 | \$14.34 |
| General Maintenance | \$16.07 | \$16.98 | \$17.79 | \$18.48 | \$19.05 | \$19.62 |
| Maintenance Mechanic | \$19.05 | \$19.68 | \$20.25 | \$20.77 | \$21.23 | \$21.92 |
| Journeyman Carpenter | \$25.25 | \$27.31 | \$29.15 | \$30.75 | \$32.13 | \$33.28 |
| Journeyman HVAC | \$26.39 | \$28.46 | \$30.29 | \$31.90 | \$33.28 | \$34.43 |
| Journeyman Plumber | \$26.39 | \$28.46 | \$30.29 | \$31.90 | \$33.28 | \$34.43 |
| Journeyman Electrician | \$26.39 | \$28.46 | \$30.29 | \$31.90 | \$33.28 | \$34.43 |

| <i>Red Circle Table</i> | Red Circle | Lump |
|-------------------------|------------|----------|
| General Maintenance | \$24.78 | \$512.85 |
| Maintenance Mechanic | \$28.91 | \$598.36 |
| Journeyman Carpenter | \$35.46 | \$733.91 |
| Journeyman HVAC | \$36.93 | \$764.31 |
| Journeyman Plumber | \$36.93 | \$764.31 |
| Journeyman Electrician | \$36.93 | \$764.31 |

2023-2024 Pay Changes

- A. For fiscal year 2023-24, employees who are at or above Step 6 of the 2022-23 pay schedule will move to Step 6 of the 2023-24 pay schedule.
- B. Employees who receive less than 4.5% pay increase for 2023-24 will receive the additional lump sum payment.
- C. A new employee may be hired at Step 1, Step 2, or Step 3 based on qualifications, experience and market factors.
- D. Employees who are on the steps below 6 of the schedules below will advance each year up to the maximum of the pay schedule.
- E. Pay rate changes from one step to another will be effective at the beginning of the first full payroll period starting closest to completion of each full year of service in the job title, until an employee reaches the maximum rate for the job title.

| <u>Hourly Rates</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Lump Sum Payment</u> |
|------------------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------------------|
| Custodian | \$15.46 | \$16.23 | \$17.04 | \$17.89 | \$18.79 | \$19.73 | \$ 410.29 |
| General Maintenance | \$21.20 | \$22.26 | \$23.37 | \$24.31 | \$25.68 | \$26.19 | \$ 544.75 |
| Maintenance Mechanic | \$23.32 | \$24.48 | \$25.71 | \$26.74 | \$27.81 | \$28.95 | \$ 602.25 |
| Journeyman Carpenter | \$30.09 | \$31.59 | \$33.17 | \$34.50 | \$35.46 | \$36.35 | \$ 756.08 |
| Journeyman HVAC | \$31.45 | \$33.02 | \$34.67 | \$36.06 | \$37.90 | \$38.66 | \$ 804.13 |
| Journeyman Plumber | \$31.45 | \$33.02 | \$34.67 | \$36.06 | \$37.90 | \$38.66 | \$ 804.13 |
| Journeyman Electrician | \$31.45 | \$33.02 | \$34.67 | \$36.06 | \$37.90 | \$38.66 | \$ 804.13 |

| <i>Red Circle Table</i> | Red Circle | Lump |
|-------------------------|------------|----------|
| General Maintenance | \$24.90 | \$515.41 |
| Maintenance Mechanic | \$29.06 | \$601.35 |
| Journeyman Carpenter | \$35.64 | \$737.58 |
| Journeyman HVAC | \$37.11 | \$768.13 |
| Journeyman Plumber | \$37.11 | \$768.13 |
| Journeyman Electrician | \$37.11 | \$768.13 |

FOR THE BOARD OF TRUSTEES

Olym Buck 6/21/2022
Chair Date

Lauren Widatj 6-21-2022
Secretary Date

FOR THE ASSOCIATION

President Date

UniServ Director Date