

**LETTER OF AGREEMENT #5  
BETWEEN  
NORTHERN MICHIGAN UNIVERSITY  
AND  
COUNCIL NO. 25 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND  
MUNICIPAL EMPLOYEES' UNION (AFL-CIO), LOCAL 1094**

This Letter of Agreement executed between Northern Michigan University, a Michigan constitutional body corporate (hereinafter referred to as the University), and the American Federation of State, County, and Municipal Employees' Union Local 1094 (hereinafter referred to as the Union), the recognized bargaining agent for food, maintenance, and police employees of the University, whereas the parties agree as follows:

**Purpose of Letter of Agreement**

The purpose of this LOA is to memorialize the voluntary agreement reached between the Union and the University pursuant to the November 2, 2021 wage reopener negotiations according to Appendix A Wages.

The Union and University agree to the following:

- The Collective Bargaining Agreement shall be extended and shall continue in full force and effect until 12:01 a.m. on October 1, 2025, and for continuing periods of one (1) year thereafter unless a written notice is served by one party upon the other at least sixty (60) calendar days prior to October 1, 2025, or at least sixty (60) calendar days prior to the expiration of any subsequent automatic one (1) year renewal period, of that parties' intent to amend, modify, or terminate this Agreement.
- All of the terms and provisions of the Collective Bargaining Agreement are hereby adopted and ratified by the Parties hereto and are extended for the term of this LOA except as specifically provided for herein.
- The salary scale for AFSCME Dining Services staff (pay scale F1, F2 and F3), Buildings & Grounds Attendants and B&G/Ice Attendants shall move to a two-step wage scale. The Starting Rate will be paid for the first 2080 hours. Beginning with the first complete payroll period after an employee completes 2080 hours, the employee will be paid the Full Working Rate. This change is reflected in the new wage scales below.
- All active employees of the bargaining unit at Northern Michigan University will receive wages as set forth in the schedule of wage rates. The wage scale reflects the agreement:

**October 1, 2021 – September 30, 2022 (2% increase)**

		<b>Starting (0 – 2080)</b>	<b>Working (2080+)</b>
F1	FSW I	15.17	15.93
F2	FSW II-Retail, FSW II-Barista Specialist, Production Cook (formerly FSW II-Residential)	16.66	17.50
F3	Lead Cook (formerly FSW III)	17.01	17.85
1	B&G Attendant	16.73	17.56
2	B&G/Ice Attendant	18.19	19.15
3	Mechanic I, Mechanic I/Landscaping Specialist, FMA, Special projects	20.09	21.10
3.5	HMT	21.03	22.09
4	HEO/Landscaping Specialist, PMT	21.78	22.88
5	Trades Specialist I (Carpenter)	22.93	24.10
6	Trades Specialist II (Plumber, Pipefitter, HVAC, Locksmith), Mechanic II, Steam Plant Operator	23.88	25.13
7	Senior Electrician	25.80	27.08
P1	Security Police Officer	22.12	23.19
P1.5	Security Police Specialist	23.14	24.27
P2	Police Officer	25.25	26.44
P3	Police Specialist	26.44	27.71

**October 1, 2022 – September 30, 2023 (one-time 2% payment / no salary schedule change)**

		<b>Starting (0 – 2080)</b>	<b>Working (2080+)</b>
F1	FSW I	15.17	15.93
F2	FSW II-Retail, FSW II-Barista Specialist, Production Cook	16.66	17.50
F3	Lead Cook	17.01	17.85
1	B&G Attendant	16.73	17.56
2	B&G/Ice Attendant	18.19	19.15
3	Mechanic I, Mechanic I/Landscaping Specialist, FMA, Special projects	20.09	21.10
3.5	HMT	21.03	22.09
4	HEO/Landscaping Specialist, PMT	21.78	22.88
5	Trades Specialist I (Carpenter)	22.93	24.10
6	Trades Specialist II (Plumber, Pipefitter, HVAC, Locksmith), Mechanic II, Steam Plant Operator	23.88	25.13
7	Senior Electrician	25.80	27.08

P1	Security Police Officer	22.12	23.19
P1.5	Security Police Specialist	23.14	24.27
P2	Police Officer	25.25	26.44
P3	Police Specialist	26.44	27.71

**October 1, 2023 – September 30, 2024 (2% increase)**

		<b>Starting (0 – 2080)</b>	<b>Working (2080+)</b>
F1	FSW I	15.48	16.25
F2	FSW II-Retail, FSW II-Barista Specialist, Production Cook	17.00	17.85
F3	Lead Cook	17.36	18.21
1	B&G Attendant	17.07	17.92
2	B&G/Ice Attendant	18.56	19.54
3	Mechanic I, Mechanic I/Landscaping Specialist, FMA, Special projects	20.50	21.53
3.5	HMT	21.46	22.54
4	HEO/Landscaping Specialist, PMT	22.22	23.34
5	Trades Specialist I (Carpenter)	23.39	24.59
6	Trades Specialist II (Plumber, Pipefitter, HVAC, Locksmith), Mechanic II, Steam Plant Operator	24.36	25.64
7	Senior Electrician	26.32	27.63
P1	Security Police Officer	22.57	23.66
P1.5	Security Police Specialist	23.61	24.76
P2	Police Officer	25.76	26.97
P3	Police Specialist	26.97	28.27

**October 1, 2024 – September 30, 2025 (2% increase)**

		<b>Starting (0 – 2080)</b>	<b>Working (2080+)</b>
F1	FSW I	15.79	16.58
F2	FSW II-Retail, FSW II-Barista Specialist, Production Cook	17.34	18.21
F3	Lead Cook	17.71	18.58
1	B&G Attendant	17.42	18.28
2	B&G/Ice Attendant	18.94	19.94
3	Mechanic I, Mechanic I/Landscaping Specialist, FMA, Special projects	20.91	21.97
3.5	HMT	21.89	23.00
4	HEO/Landscaping Specialist, PMT	22.67	23.81
5	Trades Specialist I (Carpenter)	23.86	25.09

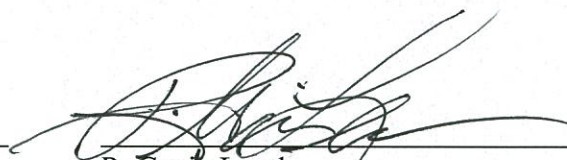
6	Trades Specialist II (Plumber, Pipefitter, HVAC, Locksmith), Mechanic II, Steam Plant Operator	24.85	26.16
7	Senior Electrician	26.85	28.19
P1	Security Police Officer	23.03	24.14
P1.5	Security Police Specialist	24.08	25.26
P2	Police Officer	26.28	27.51
P3	Police Specialist	27.51	28.84

ON BEHALF OF COUNCIL NO. 25 OF  
THE AMERICAN FEDERATION OF  
STATE, COUNTY AND MUNICIPAL  
EMPLOYEES' UNION (AFLCIO),  
LOCAL 1094



John M. Thomas,  
Full Service Staff Michigan  
AFSCME Council 25

ON BEHALF OF THE NORTHERN  
MICHIGAN UNIVERSITY BOARD  
TRUSTEES



R. Gavin Leach,  
Vice President for Finance and  
Administration