

MEMORANDUM OF UNDERSTANDING
By and Between
Eastern Michigan University
and
AFSCME 3866

This MOU is intended to address the critical challenges faced by Eastern Michigan University (EMU) in recruiting and retaining qualified personnel in certain job classification represented by the AFSCME Union. These challenges include but are not limited to:

- Prolonged time-to-hire processes
- Intense competition in the current labor market
- Significant costs associated with reliance on outside contractors and
- Scarcity of qualified workers in key areas of operations.

The Parties agree to the following:

1. This MOU applies only to those FM positions that EMU identified as meeting the above criteria and are listed below:
 - a. **FM 22:** 01782-Fire Protection Service Tech, 01907-Roofer, 01918-Locksmith, 02702-Electrician, 02721-Plumber, and 02731-Carpenter.
 - b. **FM 23:** 02734-HVAC Control Specialist
 - c. **FM 24:** 01343-Master Trades Person II-Plmb/Ele, 01674-Building Automation Specialist, 01918-Master Trades Person II Lock/Carpntr, 02711-Stat Engineer/Maintenance Mech, 02728 - Stationary Engineer
 - d. **FM 25:** 01635 - Leads Abs & Chill Specialist
2. Effective immediately, EMU will create a Step 7 in grades FM 22, FM 23, FM24 and FM25. Step 7 will be designated for the above select Trades only. These select Trades are named above by PCLS and Title. Step 7 will be 9% greater than Step 6 (9% represents the average change between grades in the AFSCME wage scale). Step 7 will not be available to any positions not identified in this MOU.
3. The Wage scale will be modified as follows:

Eastern Michigan University

Wage Schedule-Food Service and Maintenance (FM) Step Plan


Effective: July 1, 2024

Base Rate Unit = Hourly


Annual Rate = Hourly * 2080

Step	2		3		4		5		6		7	
	Hire		30 Days		180 days		1 Year		2 + Year		Designated Trades	
Grade	Annual	Hourly			Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
21	63,960	30.75	66,102	31.78	67,434	32.42	70,845	34.06	74,173	35.66		
22	68,390	32.88	70,533	33.91	71,822	34.53	75,213	36.16	78,686	37.83	85,758	41.23
23	74,381	35.76	76,523	36.79	78,291	37.64	82,139	39.49	85,966	41.33	93,704	45.05
24	75,754	36.42	77,896	37.45	79,685	38.31	83,616	40.20	87,298	41.97	95,160	45.75
25	83,096	39.95	85,238	40.98	87,526	42.08	91,728	44.10	95,867	46.09	104,499	50.24
26	Elevator Repair								127,192	61.15		

4. The Parties acknowledge that this wage adjustment is being made in response to unique market conditions and shall not be considered precedent for future wage discussions or bargaining.
5. This MOU shall not diminish the Union's right to bargain over wages, hours, and working conditions in future negotiations.
6. This MOU constitutes the entire agreement and understanding of the Parties on this issue and there are no additional promises, assurances, or terms of agreement among the Parties other those written herein.
7. This MOU shall not be modified, except in writing signed by all Parties.

 12.Jun.25
Curt Ellis Date
Director of Labor Relations (I)


Scott Cejmer Date
President, AFSCME, Local 3866


Andrea Hunter Date
Field Staff Representative, AFSCME MI 925