

**Letter of Agreement
By and Between
Central Michigan University
And the
Michigan Fraternal Order of Police Labor Council**

1. Central Michigan University ("CMU", "University") entered into a Voluntary Recognition Agreement with the Michigan Fraternal Order of Police Labor Council ("MIFOPLC", "Union") on October 23, 2025, whereby the University recognized the Union as the:

.. sole and exclusive representative of the Bargaining Unit for the purpose of collective bargaining under the Public Employment Relations Act, MCL 423.201 *et. seq.*, with respect to wages, rates of pay, hours of employment, and other terms and conditions of employment, for all employees in the bargaining unit described [as]:

"All non-teaching employees of Central Michigan University, excluding supervisory, executive, administrative, professional, technical, stenographic, clerical, public safety, and student employees."

2. On 10/27/25, the MIFOPLC proposed that the University and the Union enter into a Letter of Agreement ("Agreement") which:
 - a. Adopts and extends the terms of the expired CMU/AFSCME collective bargaining agreement ("the Contract") through and including 06/30/26.
 - b. Provides "same as P&A" 2025-26 wage rate increases to the bargaining unit with the same effective date as provided the P&A employee group.
 - c. Provides "same as P&A" 2025-26 University benefit contribution increases to members of the bargaining unit with the same effective date as provided the P&A employee group.
3. The University is willing to enter into this Agreement with the Union in principal, and offers the following:
 - a. The Parties will adopt and extend the Contract through 06/30/26.
 - b. All references in the Contract that reflect "AFSCME" (and related terms identifying AFSCME Council 25; Local Union 1568; and similar references) will be updated to reflect MIFOPLC, using such terms and descriptive nomenclature as MIFOPLC prefers.
 - c. The Contract will reflect the Union's contact information where appropriate.
 - d. Relevant portions of the Voluntary Recognition Agreement language will be reflected in the Contract at Article 4.

- e. Provided members of the bargaining unit ratify this Agreement, for members of the bargaining unit employed by the University as of the date of this Agreement (subject to the stipulations set out in Paragraphs 4 and 5, below) in the 11/09/25-11/22/25 pay period (pay date 12/04/25) the University will provide:
 - i. A 3% base wage increase ("Same as P&A's") effective 11/09/25.
 - ii. University benefit plan contribution increases at the 2025-26 rates ("Same as P&A's").
 - f. Due to the complexities of accurate payroll processing the University will provide lump sum retroactive payments for the period 06/22/25 through 11/08/25 in the 11/23/25-12/06/25 pay period (pay date 12/18/25) for:
 - i. base rate retroactivity (including any adjustments arising out of ¶5, below).
 - ii. the premium portion of overtime and other hourly premiums (except crew leader and shift premium, which have already been paid out during regular pay periods prior to this Agreement).
 - iii. University retirement contributions to 403(b) plans in which a bargaining unit member is enrolled.
 - iv. University benefit plan contribution increases, including the University contributions to Health Savings Accounts for those eligible for such contributions.
4. For those members of the bargaining unit employed as SM11 Senior Energy Facility Operators ("Operators"):
- a. The 3% wage rate adjustment will only apply to the Operators' base rate in effect from pay period ending 07/05/25 through pay period ending 08/30/25.
 - b. The Union acknowledges that the University increased Operators' base rate to \$39.50 effective 08/31/25, and that this wage rate change authorizes the University to offer external candidates for Operator vacancies a recruiting bonus and moving expenses if deemed necessary by the University.
5. With respect to 2025-26 base rate increases/adjustments only, for any remaining members of the bargaining unit previously employed as SM10 Lead Maintenance Mechanics who were reverted to SM8 Maintenance Mechanics during the 11/09/22 – 06/30/25 term of the Contract, if after application of the 3% rate increase described in ¶3(e)(i) to the regular 2024-25 SM8 Maintenance Mechanic rate the reverted SM8 employee's 2024-25 rate:
- a. Remains above the new 2025-26 SM8 Maintenance Mechanic rate, the reverted employee will receive:

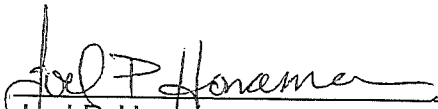
- i. a non-base lump sum of 3% of the 2024-25 SM8 Maintenance Mechanic rate multiplied by 2,080 (i.e., $(\$26.99)(.03)(2080) = \$1,684.80$).
 - ii. This lump sum amount will be paid in the pay period ending 11/22/25 (pay date 12/04/25).
- b. Falls below the new 2025-26 SM8 Maintenance Mechanic rate, the reverted employee will receive:
 - i. That portion of a 3% base rate increase applied to the 2024-25 regular SM8 Maintenance Mechanic rate that brings the reverted employee's 2025-26 SM8 base rate up to the 2025-26 SM8 Maintenance Mechanic rate.
 - ii. This base rate change in ¶5(b)(i) will be effective 11/09/25 and will be implemented in the 11/09/25-11/22/25 pay period (pay date 12/04/25).
 - iii. The remaining portion of the 3% base rate increase will be paid as a lump sum in the 11/09/25-11/22/25 pay period (pay date 12/04/25).
 - iv. This illustrative example shows the intent of the application of ¶5:

	2024-25 rate	2025-26 increase	2025-26 rate
Regular SM8 Maint Mech	\$26.99	\$0.81	\$27.80
Reverted SM8 Maint Mech	\$28.00	\$0.00 to base	\$28.00
		\$0.81 x 2080	\$1,684.80 lump sum
Reverted SM8 Maint Mech	\$27.69	\$0.11 to base	\$27.80
		\$0.70 x 2080	\$1,456.00 lump sum

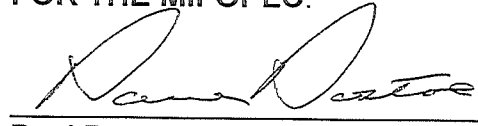
6. The Union agrees to strongly recommend that members of the bargaining unit ratify this Agreement.

AGREED TO AND ACCEPTED this 5 Day of November 2025:

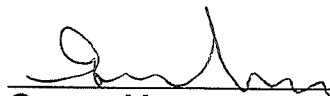
FOR THE UNIVERSITY:


 Joel P. Honaman
 Director/Employee & Labor Relations

FOR THE MIFOPLC:


 Paul Postal
 Business Agent,
 Michigan Fraternal Order of Police Labor
 Council

FOR THE LOCAL UNION:


 George Moore
 President