

**LETTER OF AGREEMENT
2021-2025 ESP Contract**

As a result of discussions between Lake Superior State University and Educational Support Personnel MEA/NEA, regarding Section 41. Pensions, the parties hereby agree without precedent, to amend Section 41 for the purposes of distinguishing between MPSERS and TIAA retirement plans.

In the 2021-2025 contract Section 41. Pensions states the following:

“Bargaining unit members will receive a 8% contribution of gross earnings with Teachers Insurance Annuity Association (TIAA) beginning with the first pay period immediately following their date of hire and will serve a three-year vesting period prior to eligibility in order to access these pension funds. Vesting service credit is given for a calendar year in which eight hundred (800) or more hours are worked.”

Both parties agree to a change in language to Section 41 as follows:

“Bargaining unit members first hired after January 1, 1996 are required to participate in the Teachers Insurance Annuity Association (TIAA). The University will contribute eight percent (8%) of gross earnings to the bargaining unit member’s Teachers Insurance Annuity Association (TIAA) account.

The contributions will begin with the first pay period immediately following their date of hire and bargaining unit members will serve a three-year vesting period prior to eligibility in order to access these pension funds. Vesting service credit is given for a calendar year in which eight hundred (800) or more hours are worked.

After the vesting period, a bargaining unit member may choose to contribute, up to, an additional three percent (3%) of their gross earning which will be matched by the University; for a total of fourteen percent (14%).”

FOR THE UNIVERSITY

Wendy Beach

July 8, 2021

FOR THE UNION

[Signature]

7 July, 21