

Letter of Agreement

Between Lake Superior State University and Educational Support Personnel MEA/NEA

As a result of discussion between Lake Superior State University (University) and Educational Support Personnel MEA/NEA (union) regarding Longevity pay from October 1, 2020 and June 30, 2021.

Both parties agree to the following:

1. All regular employees covered by this Letter of Agreement in the active service of the University as of October 1, 2020 shall be entitled to receive longevity pay for length of continuous service with the University according to the following rules and schedule of payment:

- a. For bargaining unit members hired before October 1, 2014 longevity pay shall be based on an employee's continuous service with the employer as herein defined and the amount of longevity pay shall be a one-time annual lump sum payment calculated as a percentage of the previous year's W-2 earning up to a cap of \$20,000.

- b. Table for calculating longevity pay for those hired before October 1, 2014

ANNUAL CONTINUOUS SERVICE	LONGEVITY PAY
5 through 9 years	2% of annual wage
10 through 13 years	3% of annual wage
14 through 17 years	4% of annual wage
18 through 21 years	5% of annual wage
22 through 24 years	6% of annual wage
25 or more years	8% of annual wage

- c. For bargaining unit members hired on or after October 1, 2014, longevity pay shall be based on an employee's continuous service with the employer as herein defined, and the amount of longevity pay shall be a one-time annual lump sum payment calculated as a percentage of the previous year's W-2 earning up to a cap of \$25,000.

- d. Table for calculating longevity pay for those hired after October 1, 2014

ANNUAL CONTINUOUS SERVICE	LONGEVITY PAY
5 through 10 years	1% of annual wage
11 or more years	2% of annual wage

- e. After making the calculations above, the individual bargaining unit member's payment shall be 75% of that amount.
- f. To be eligible for longevity pay the bargaining unit member shall have completed 5 years of service before October 1, 2020.
- g. Payments to bargaining unit members shall be made during the next payroll following the execution of this agreement. There will be no voluntary deductions taken from this payment.
- h. This Letter of Agreement is entered into voluntarily by all parties.
- i. This Letter of Agreement is entered into on a non-precedent basis.
- j. This Letter of Agreement will expire after payment is made to all eligible employees.

For the University:

Wendy Beace

Date: 11/8/2021

For the Union:

Doris Jones

Date: 8 Nov, 21