

7A
12/17/21
[Signature]

Proposal from MSU to POAM – December 17, 2021

The University reserves the right to withdraw, modify, add to, or amend these proposals, and to make any other proposals, at a later date.

1. Extend the CBA by two years to 12/31/25 except as modified herein.
2. Employee contribution toward the cost of the BCN medical plan through payroll deduction. No contribution for the prescription coverage. Community Blue buy-up will include the contribution plus additional costs of the Community Blue plan. Contributions will be phased in as follows:
 - a. Effective 1/1/22 – 12% of applicable illustrative rate (as soon as practicable after full ratification)
 - b. Effective 1/1/23 – 13% of applicable illustrative rate
 - c. Effective 1/1/24 - 14% of applicable illustrative rate (remains in prospectively)
3. Wage adjustments for the four years will be as follows:
 - a. 1/1/23– 2%
 - b. 1/1/24– ~~1.5%~~ 2.00% [Handwritten: 2.00% with initials and a circled "GA"]
 - c. 1/1/25– 2%
4. Except as provided in Paragraph 5 below, the health care provisions set forth in the 2022-2025 Memorandum of Understanding (“MOU”) between the University and the Coalition of Labor Organizations at MSU (“CLO”) shall apply to employees represented by the Union as set forth below and paragraphs not listed shall not apply.
 - a. Paragraph 2 of the MOU shall apply as written.
 - b. Paragraph 3 of the MOU shall apply but the word “Coalition” shall be replaced by the word “Union.”
 - c. Paragraph 6(A) & (B) of the MOU shall apply but the word “Coalition” shall be replaced by the word “Union.” Paragraph 6 (C) shall not apply.
 - d. Paragraph 7 of the MOU shall apply but the word “Coalition” shall be replaced by the word “Union.”
 - e. The health care described in this Letter of Agreement is subject to changes made through agreements between the CLO/JHCC and the University. The University shall provide at least two (2) weeks-notice to the Union of any change in the health care plans.
5. Add the CDHP with HSA (employee contribution and \$750 annual University contribution to HSA prorated based on full-time status) as an option for employees. Employee contribution will be phased in as follows:
 - a. The University will make the CDHP available to employee in the POAM as soon as practicable after full ratification at a zero (0%) premium contribution.
 - b. Effective January 1, 2023 = 0%
 - c. Effective January 1, 2024 = 7% (remains in prospectively)

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- 6. Article 21 – paragraph 124(b). – Parties agree to meet and negotiate over the impact of COVID-19 (and variants) on this provision during the life of this agreement. *Employer will not implement* *MSU IS (GA)*
- 7. Continue Letter of Agreement allowing for negotiation of changes to schedules. *- same language as in 6* *MSU IS (GA)*

TA 12-17-21

ER	Union
<i>MSU</i>	<i>GA</i> <i>IS</i>