

**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE and
DELTA COLLEGE FACILITIES Management UNION
AFSCME ASSOCIATION NO. 845 AFSCME MICHIGAN**

General Laborers Pay Rate Increase

This Memorandum of Understanding ("MOU") is entered into between Delta College (hereinafter referred to as the "College") and AFSCME, Local Union No. 845 (hereinafter referred to as "Union") (individually, a "Party" and collectively, the "Parties". The Parties hereby agree to the following terms, understanding that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party

It is hereby understood and agreed that the purpose of this MOU is to establish a pay increase for the General Laborers in response to the minimum wage increase effective January 1, 2026. Without this adjustment, General Laborers' 2026 wages would fall below the new minimum wage. Therefore, the College intends to increase their wage to maintain the same percentage above minimum wage that existed when the College and Union originally negotiated the terms.

The 2027-28 wage is tentatively a 4% increase following the contract agreement. If adjustments are needed the college will draft another MOU.

Classification and Wage Rates

Classification	2025-26 Pay Rate	Starting January 2026-27 Pay Rate	2027-28
General Laborers	12.91	\$14.20	14.78

Amendments

Any modifications to this MOU must be made in writing and signed by both the College and the Union.

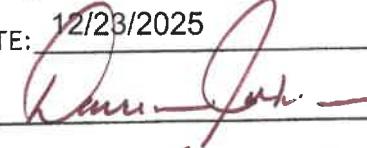
All terms in the CBA and in other MOUs between the Parties, not inconsistent with this MOU, shall continue to apply. This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College. Once this MOU is signed by each Party, it shall be effective immediately.

Signatures

DELTA COLLEGE

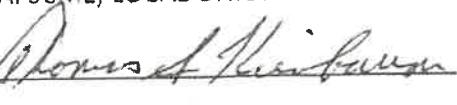
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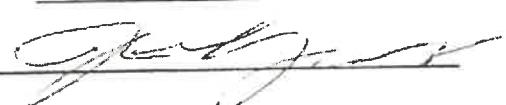
BY: 

DATE: 12-23-2025

AFSCME, LOCAL UNION NO. 845

BY: 

DATE: 12-22-25

BY: 

DATE: 12-22-2025