

**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE and
DELTA COLLEGE FACILITIES Management UNION
AFSCME ASSOCIATION NO. 845 Council 25**

Longevity/Bonus

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

All eligible employees in the bargaining unit shall be granted one longevity bonus during the duration of the contract. Eligibility is based on their seniority date and will be paid in the last pay of June. To be qualified for this payment you must be employed at the time of payout and have at least 5 (five) years of seniority. Longevity will be calculated based on the fiscal year

Longevity will be paid as follows:

2025/2026 Paid June 2026
2026/2027 Paid June 2027
2027/2028 Paid June 2028

The amounts in the table below are based on the highest year of service an employee has attained, or will attain, according to their seniority date during the term of the contract.

Years	Amount
5	\$500
10	\$1,000
15	\$1,500
20	\$2,000
25	\$2,500
30	\$3,000
35	\$3,500
40	\$4,000

If an employee does not reach the next benchmark year during the term of this contract, they will be paid at the highest service level they have attained.

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

BY: 
Jon Peco
Vp Business & Finance

DATE: 8-6-26

BY: 
Dr. Michelle Almendinger
President

DATE: 8-6-26

AFSCME, LOCAL UNION NO. 845

BY: 
Jonathan Young
AFSCME Michigan Representative

DATE: 8-5-2026

BY: 
Thomas Kienbaum
AFSCME Local Union NO 845, President

DATE: 8-6-26