

## Schedule of COLAs

During the summer of 2020, the members of AFT Local 1904 and our sister Locals in the College Council voted to postpone the 2020 cost-of-living adjustment (COLA) that was agreed upon in the 2019-2023 statewide collective bargaining agreement. This act of solidarity saved the jobs of up to 150 members of our MSU bargaining unit and hundreds on other campuses who were about to receive furlough notices due to the COVID pandemic.

The original agreement provided four two-percent COLAs over the term of the four-year agreement. The 2% COLA increase originally scheduled for July 2020 for 12-month employees and September 2020 for 10-month employees was postponed until July and September 2022, respectively.

The revised COLA schedule is below:

<b>COLA FOR 12-MONTH EMPLOYEES</b>	<b>COLA FOR 10-MONTH EMPLOYEES</b>
2% effective October 2019	2% effective October 2019
2% scheduled for July 2021	2% scheduled for September 2021
2% scheduled for April 2022	2% scheduled for June 2022
2% scheduled for July 2022*	2% scheduled for September 2022*

\*COLA was rescheduled from July & September 2020 because of the furlough agreement