



**Memorandum of Understanding  
between the  
Lansing Board of Water and Light  
and  
IBEW Local 352**

Re: Collective Bargaining Agreement  
Effective Date: August 4, 2020

Due to the ongoing COVID-19 concerns and in the effort of good faith by both parties the Lansing Board of Water and Light and the International Brotherhood of Electrical Workers Local 352 will extend all provisions of the 2016-2020 Labor Agreement. The 2016 agreement shall remain in full force and effect, until midnight October 31, 2021, except as modified below.

The purpose of this delay and extension will continue our collective efforts and allow the BWL and IBEW's ability to swiftly react and give ultimate attention to employee safety and continue to provide excellent service to all BWL customers during and after this global pandemic.

All Bargaining Unit employees that are employed on November 1, 2020, shall receive on the following payday a \$500.00 lump sum payment. This payment shall be grossed up, so that employees receive the full \$ 500.00 amount after taxes are deducted.

During the September 2020 Healthcare Open Enrollment period, employees will have the new option to choose the alternate "Green Plan." BWL will also provide training opportunities and information before the open enrollment period in September.

For the Board of Water & Light

  
Richard R. Peffley  
General Manager

8/4/2020  
Date

For the IBEW, Local 352

  
Ronald Byrnes  
Business Manager

8-4-2020  
Date

**APPROVED**  
  
BOARD OF WATER & LIGHT  
LEGAL COUNSEL  
Date 8/10/2020