

James E. White Vs. Michigan State University, 18-219-MZ
(was 18-0922 SC)

Table of Contents

James E. White Vs. Michigan State University, 18-219-MZ.....	1
Summary and Main Exhibits	3
Fact Summary Spreadsheet and Written Explanation	3
A. MSU Layoff Vacation Hours Report.....	4
B. MSU Layoff Vacation Hours “Continuing Salary”	4
C. September 2017 Pay Statement	5
D. August 2017 Pay Statement	5
E. Layoff Letter	6
F. Pay Statements Backward Before Layoff	7
F1. July 2017 Pay Statement	7
F2. June 2017 Pay Statement	7
F3. May 2017 Pay Statement	8
F4. April 2017 Pay Statement.....	8
F5. March 2017 Pay Statement.....	9
F6. February 2017 Pay Statement	9
G. Pay Statements Forward From After Layoff	10
G1. October 2017 Pay Statement.....	10
G2. November 2017 Pay Statement.....	10
G3. December 2017 Pay Statement (Longevity Pay).....	11
G4. December 2017 Pay Statement	11
G5. January 2018 Pay Statement	12
G6. February 2018 Pay Statement	12
G7. March 2018 Pay Statement	13
G8. April 2018 Pay Statement	13
G9. May 2018 Pay Statement.....	14
G10. June 2018 Pay Statement	14
G11. July 2018 Pay Statement.....	15
G12. August 2018 Pay Statement	15
G13. September 2018 Pay Statement	16
H. Email Exchange Attempting to Correct Vacation Pay	16

H1. Vacation Pay Explanation Request, White to McManaman, Dec 3, 2017	16
H2. Vacation Pay Explanation, Holda to White, December 22, 2017	17
H3. Rerequest 8 Hour Correction and \$2,604.26 Explanation, White to Holda, January 13, 2018 ...	18
H4. MSU Acknowledges 8 Hour Error, Holda to White, January 15, 2018	19
H5. Rerequest for Calculation of \$2,604.26, White to Holda, January 15, 2018	19
H6. 8 Hours Vacation Reinstated, Holda to White, January 16, 2018	20
H7. Rerequest to MSU for Clear Calculation, White to Holda, January 17, 2018	20
H8. Rerequest to MSU for Clear Calculation, White to Holda, January 28, 2018	21
H9. Reminder Re Vacation Time Calculation, White to Waltz, February 15, 2018	22
H10. APA to Discuss with OER, Waltz to White, February 16, 2018	22
H11. APA Reports HR Uses 2080, Waltz to White, February 20, 2018	22
H12. Calculation Based on 2080, White to Waltz, February 20, 2018	23
H13. Request for Next Step, White to Waltz, February 25, 2018	24
H14. Request for Source of 2080, White to Waltz/Koffman, March 11, 2018	24
H15. Requery to APA, White to Waltz, April 8, 2018.....	24
H16. Requery to APA, White to Waltz/Koffman, June 11, 2018.....	25
H17. APA Final Response, Koffman to White, June 13, 2018	25
I. Supplemental Unemployment Exhibit	27
I1. Other Protests	27

Summary and Main Exhibits

Fact Summary Spreadsheet and Written Explanation

Pay Statement Summary							Discrepancy Calculations		
Month	See Exhibit	Gross	Vacation Accrued	Vacation Deducted	Vacation Balance	Computed "Hours" Paid	Vacation Amount Paid		
Sep-18	G13	\$ 4,720.83	16	16	76	76			
Aug-18	G12	\$ 4,720.83	16	40	76	76			
Jul-18	G11	\$ 4,720.83	16	8	100	100			
Jun-18	G10	\$ 4,720.83	16	8	92	92			Exhibits G1-G13 (reality)
May-18	G9	\$ 4,720.83	16		84	84			102 Discrepancy \$ 389.47
Apr-18	G8	\$ 4,720.83	16		68	68			- \$ 2,604.26
Mar-18	G7	\$ 4,720.83	16	8	52	52			x 102 \$ 2,993.73
Feb-18	G6	\$ 4,720.83	16		44	44			Calculating Up ↑ \$29.35
Jan-18	G5	\$ 4,720.83	16	24	28	28	No Extra 8 Vacation	Thus	Due \$ 389.47
Dec-17	G4	\$ 4,583.33	16		36	36			
Dec-17A	G3	\$ 285.00	16		20	36			Exhibits A & H6 (but ↑)
Nov-17	G2	\$ 4,583.33	16		20	20			94 Discrepancy \$ 154.67
Oct-17	G1	\$ 833.33	4	0	4	4	Exhibit A	Exhib. B & C	- \$ 2,604.26
Sep-17	C	\$ 2,604.26	0	102	0	0	94	\$ 2,604.26	x 94 \$ 2,758.93
Aug-17	D	\$ 5,087.39	16	80	102	102		(Gross)	Exhib. H11 /2080 \$29.35
Jul-17	F1	\$ 5,087.39	16		166	166			x 12 \$ 61,048.68
Jun-17	F2	\$ 5,087.39	16		150	150			Calculating Up ↑ \$ 5,087.39
May-17	F3	\$ 5,087.39	16		134	134			
Apr-17	F4	\$ 5,087.39	16		118	118			
Mar-17	F5	\$ 5,087.39	16		102	102			
Feb-17	F6	\$ 5,087.39	16		86	86			
	F6				70				
		All Numbers Above from Pay Statements							
			112	Sum (> 102)					

Michigan State University paid **\$2,604.26** (Exhibits B & C) for 94 (Exhibit A [96-2 Excused Unpaid]) hours of vacation time when the total available vacation time was 102 (Exhibits C & D) hours and further the amount paid for 94 hours should have been **\$2,758.93** when calculated correctly: \$5,087.39 per month times 12 months equals annual pay of \$61,048.68 which, divided by 2,080 hours in a pay year, yields a rate of \$29.35 per hour and multiplying that times the 94 hours results in a correct pay amount for 94 vacation hours of **\$2,758.93** thus a discrepancy of \$154.67 above the **\$2,604.26** paid. Unfortunately the \$154.67 shortage has been denied me as shown by the series of emails in Exhibits H1-H17 and no demonstration of how the **\$2,604.26** was arrived at has been provided by MSU to either me or the Administrative Professional Association union.

In Exhibits H4 & H6 of the email series it can also be seen that arguments presented to MSU that they had also shorted me 8 hours of vacation pay (the difference between the 94 [Exhibit A] ostensibly paid and the 102 [Exhibits C & D] accrued and subtracted) did prevail and they ostensibly credited me with the missing 8 hours of vacation time. Unfortunately, while I believe those 8 hours did appear on my Time Quota Balances during the remainder of January 2018, they completely disappeared from the time balance shown in the January 2018 Pay Statement (Exhibit G5). That disappearance was not noticed until preparing this documentation for this claim. The fact that no 8 additional hours were credited beyond the normal 16 each month for full time months plus 4 for a partial week can be seen above in the G1-G13 "See Exhibit" lines of the "Vacation Accrued" through "Vacation Balance" columns or their respective G1-G13 Exhibits below.

Recalculating the correct total vacation pay for 102 (Exhibits C & D) hours shows **\$2,993.73** owed and subtracting the actual amount paid of **\$2,604.26** (Exhibits B & C) shows a difference of **\$389.47** that MSU still owes me for vacation time if they are not going to correctly recredit the vacation hours.

A. MSU Layoff Vacation Hours Report

List Edit Goto System Help

Display Working Times

Last name First name	Date	Pers.No.	Status	F/S	P Area	Rate	Σ Number	MU	A/A type	A/A type text	ValBasis	WT	Long text	Σ Amount	Re
White, James (Jim) Edward	09/15/2017	9749			M1		2	H	2900	Excused Unpaid					
					M1		6	H	2900	Vacation					
	09/14/2017				M1		8	H	2900	Vacation					
	09/13/2017				M1		8	H	2900	Vacation					
	09/12/2017				M1		8	H	2900	Vacation					
	09/11/2017				M1		8	H	2900	Vacation					
	09/08/2017				M1		8	H	2900	Vacation					
	09/07/2017				M1		8	H	2900	Vacation					
	09/06/2017				M1		8	H	2900	Vacation					
	09/05/2017				M1		8	H	2900	Vacation					
	09/04/2017				M1		8	H	2900	Vacation					
	09/01/2017				M1		8	H	2900	Vacation					
	08/31/2017				M1		8	H	2900	Vacation					
		9749					96	H							
							96	H							

B. MSU Layoff Vacation Hours "Continuing Salary"

List Edit Goto Views Settings System Help

Labor Distribution Report

Michigan State University

Labor Distribution Detail Report for period 08/31/2017 to 09/30/2017

Program Name: ZHPYE_LABOR_DIST
 Run By: MCMANAMA
 Client: 100
 Run Date: 11/13/2017
 Time: 16:14:52

Selection Criteria

Posting Date	For Pay End	Hours	Σ Summarized Amount	Wage Type Description	Last Name	First Name	Org Unit Description	Person ID
08/31/2017	08/31/2017		5,087.39	Pay Period Salary	White	James	INTERNATIONAL STUDIES AND	00009749
09/29/2017	09/30/2017		2,604.26	Pay Period Salary		James		00009749
			7,691.65					

C. September 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 09/01/2017 - 09/30/2017
Pay date 09/29/2017
Deliv. Code 1P54474100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	2,604.26	647.27
YTD	43,303.38	12,042.11

Net Pay	Federal Taxable Gross
1,956.99	2,454.46
31,261.27	40,778.62

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			2,604.26
00009749 Unpaid Salary-S		2.00	60.56
Total Earnings			2,604.26

Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE	130.21	2,165.17
Parking Pre-tax		340.00
Delta Dental EE Pre-Tax	19.59	19.59
Total Pre Tax Deductions	149.80	2,524.76

MSU Contributions	Current	YTD
MSU MN Mtch Fidelity ER	260.42	4,330.34
Blue Care Network ER	0.00	3,046.32
Caremark ER	0.00	998.88
Delta Dental Employer	19.59	333.03
FICA ER	160.24	2,662.51
Medicare ER	37.47	622.68
Total Contributions	477.72	11,993.76

Post Tax Deductions	Current	YTD
APA Dues	70.00	630.00
Total Post Tax Deductions	70.00	630.00

Taxable Benefits	Current	YTD
Total Taxable Benefits	0.00	0.00

Taxes	Authority	Current	YTD
Federal Withholding	FED	139.61	3,996.57
FICA EE	FED	160.24	2,662.51
Medicare EE	FED	37.47	622.68
State Withholding	MI	90.15	1,605.59
Total Employee Tax		427.47	8,887.35

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	102.00	802.50	8.50	80.00
Accruals	0.00	3.20	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	- 102.00	0.00	0.00	0.00
Ending Balance	0.00	805.70	8.50	80.00
Vacation Service Months	129.50			

Check Information	Bank Name	Payment Method	Amount
0000974900187001	LAFCU	PY Direct Deposit (ACH)	1,956.99

D. August 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 08/01/2017 - 08/31/2017
Pay date 08/31/2017
Deliv. Code 1P54474100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	5,087.39	1,424.36
YTD	40,699.12	11,394.84

Net Pay	Federal Taxable Gross
3,663.03	4,790.52
29,304.28	38,324.16

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			5,087.39
Total Earnings			5,087.39

Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE	254.37	2,034.96
Parking Pre-tax	42.50	340.00
Total Pre Tax Deductions	296.87	2,374.96

MSU Contributions	Current	YTD
MSU MN Mtch Fidelity ER	508.74	4,069.92
Blue Care Network ER	380.79	3,046.32
Caremark ER	124.86	998.88
Delta Dental Employer	39.18	313.44
FICA ER	312.79	2,502.27
Medicare ER	73.15	585.21
Total Contributions	1,439.51	11,516.04

Post Tax Deductions	Current	YTD
APA Dues	70.00	560.00
Total Post Tax Deductions	70.00	560.00

Taxable Benefits	Current	YTD
Total Taxable Benefits	0.00	0.00

Taxes	Authority	Current	YTD
Federal Withholding	FED	482.12	3,856.96
FICA EE	FED	312.79	2,502.27
Medicare EE	FED	73.15	585.21
State Withholding	MI	189.43	1,515.44
Total Employee Tax		1,057.49	8,459.88

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	166.00	794.50	12.50	80.00
Accruals	16.00	8.00	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	- 80.00	0.00	- 4.00	0.00
Ending Balance	102.00	802.50	8.50	80.00
Vacation Service Months	129.50			

Check Information	Bank Name	Payment Method	Amount
0000974900183001	LAFCU	PY Direct Deposit (ACH)	3,663.03

E. Layoff Letter

MICHIGAN STATE
U N I V E R S I T Y

July 7, 2017

James White
International Studies and Programs Dean

Dear James:

It is with regret that I am writing to inform you that your department has notified Human Resources that it will be necessary to initiate a layoff for your position, resulting in your being placed on layoff status effective August 31, 2017. Your last day of work in your current position will be Wednesday, August 30, 2017. You will be continued on the payroll beyond that date to the extent of your vacation accrual. Please note that your continuation on the payroll may render you ineligible for unemployment benefits during the period of this continuation.



Please contact Ms. Kristie Sova in Human Resources at 517-884-0117, who will schedule an appointment to meet with you to explain layoff procedures and to discuss your options for possible reassignment at MSU.

Human Resources

Michigan State University
Nisbet Building
1407 S. Harrison, Suite 110
East Lansing, MI 48823

517-353-4434
Fax: 517-432-3862
hr.msu.edu

We regret the necessity of this action and urge you to contact us immediately so that we can begin to explore reassignment possibilities. Our office is committed to providing active support and assistance to you in this process.

Sincerely,

Queen McMiller 

Queen McMiller
Sr. Human Resources Professional/S
MSU Human Resources

cc: Administrative Professional Association

*MSU is an affirmative-action,
equal-opportunity employer.*

F. Pay Statements Backward Before Layoff

F1. July 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS MICHIGAN STATE UNIVERSITY East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 07/01/2017 - 07/31/2017
Pay date 07/31/2017
Deliv. Code 1P54474100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	5,087.39	1,424.35
YTD	35,611.73	9,970.48

	Net Pay	Federal Taxable Gross
	3,663.04	4,790.52
	25,641.25	33,533.64

	Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary				5,087.39
Total Earnings				5,087.39

	Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE		254.37	1,780.59
Parking Pre-tax		42.50	297.50
Total Pre Tax Deductions		296.87	2,078.09

	MSU Contributions	Current	YTD
MSU MN Mtch Fidelity ER		508.74	3,561.18
Blue Care Network ER		380.79	2,665.53
Caremark ER		124.86	874.02
Delta Dental Employer		39.18	274.26
FICA ER		312.78	2,189.48
Medicare ER		73.15	512.06
Total Contributions		1,439.50	10,076.53

	Post Tax Deductions	Current	YTD
APA Dues		70.00	490.00
Total Post Tax Deductions		70.00	490.00

	Taxable Benefits	Current	YTD
Total Taxable Benefits		0.00	0.00

	Taxes	Authority	Current	YTD
Federal Withholding		FED	482.12	3,374.84
FICA EE		FED	312.78	2,189.48
Medicare EE		FED	73.15	512.06
State Withholding		MI	189.43	1,326.01
Total Employee Tax			1,057.48	7,402.39

	Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance		150.00	786.50	0.00	80.00
Accruals		16.00	8.00	24.00	80.00
Adjustments		0.00	0.00	0.00	0.00
Time Taken		0.00	0.00	- 11.50	0.00
Ending Balance		166.00	794.50	12.50	80.00
Vacation Service Months		128.50			

Check Information	Bank Name	Payment Method	Amount
0000974900181001	LAFCU	PY Direct Deposit (ACH)	3,663.04

F2. June 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS MICHIGAN STATE UNIVERSITY East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 06/01/2017 - 06/30/2017
Pay date 06/30/2017
Deliv. Code 1P54474100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	5,087.39	1,424.36
YTD	30,524.34	8,546.13

	Net Pay	Federal Taxable Gross
	3,663.03	4,790.52
	21,978.21	28,743.12

	Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary				5,087.39
Total Earnings				5,087.39

	Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE		254.37	1,526.22
Parking Pre-tax		42.50	255.00
Total Pre Tax Deductions		296.87	1,781.22

	MSU Contributions	Current	YTD
MSU MN Mtch Fidelity ER		508.74	3,052.44
Blue Care Network ER		380.79	2,284.74
Caremark ER		124.86	749.16
Delta Dental Employer		39.18	235.08
FICA ER		312.78	1,876.70
Medicare ER		73.16	438.91
Total Contributions		1,439.51	8,637.03

	Post Tax Deductions	Current	YTD
APA Dues		70.00	420.00
Total Post Tax Deductions		70.00	420.00

	Taxable Benefits	Current	YTD
Total Taxable Benefits		0.00	0.00

	Taxes	Authority	Current	YTD
Federal Withholding		FED	482.12	2,892.72
FICA EE		FED	312.78	1,876.70
Medicare EE		FED	73.16	438.91
State Withholding		MI	189.43	1,136.58
Total Employee Tax			1,057.49	6,344.91

	Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance		134.00	779.50	0.00	80.00
Accruals		16.00	8.00	0.00	0.00
Adjustments		0.00	0.00	0.00	0.00
Time Taken		0.00	- 1.00	0.00	0.00
Ending Balance		150.00	786.50	0.00	80.00
Vacation Service Months		127.50			

Check Information	Bank Name	Payment Method	Amount
0000974900180001	LAFCU	PY Direct Deposit (ACH)	3,663.03

F3. May 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

FOUNDED
1855
UNIVERSITY

Name

James Edward White

SSN

XXX-XX-X834

ID

9749

Pay Period

05/01/2017 - 05/31/2017

Pay date

05/31/2017

Deliv. Code

1P54474100

W-4 Information

Fed

M01

Add \$\$

0.00

State

S01

Add \$\$

0.00

Gross Pay

Deductions & Taxes

Current

5,087.39

1,424.36

YTD

25,436.95

7,121.77

Gross Pay

Rate

Hours

Current

00009749 Pay Period Salary

5,087.39

Total Earnings

5,087.39

MSU Contributions

Current

YTD

MSU MN Mtch Fidelity ER

508.74

2,543.70

Blue Care Network ER

380.79

1,903.95

Caremark ER

124.86

624.30

Delta Dental Employer

39.18

195.90

FICA ER

312.79

1,563.92

Medicare ER

73.15

365.75

Total Contributions

1,439.51

7,197.52

Taxable Benefits

Current

YTD

Total Taxable Benefits

0.00

0.00

Net Pay

Federal Taxable Gross

3,663.03

4,790.52

18,315.18

23,952.60

Pre Tax Deductions

Current

YTD

Mn Bse Fidelity EE

254.37

1,271.85

Parking Pre-tax

42.50

212.50

Total Pre Tax Deductions

296.87

1,484.35

Post Tax Deductions

Current

YTD

APA Dues

70.00

350.00

Total Post Tax Deductions

70.00

350.00

Taxes

Authority

Current

YTD

Federal Withholding

FED

482.12

2,410.60

FICA EE

FED

312.79

1,563.92

Medicare EE

FED

73.15

365.75

State Withholding

MI

189.43

947.15

Total Employee Tax

1,057.49

5,287.42

Quota Overview

Vacation

Sick

Personal

Family Sick

Starting Balance

118.00

804.00

16.50

80.00

Accruals

16.00

8.00

0.00

0.00

Adjustments

0.00

0.00

0.00

0.00

Time Taken

0.00

- 32.50

- 16.50

0.00

Ending Balance

134.00

779.50

0.00

80.00

Vacation Service Months

126.50

Check Information

Bank Name

Payment Method

Amount

0000974900179001

LAFCU

PY Direct Deposit (ACH)

3,663.03

F4. April 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

FOUNDED
1855
UNIVERSITY

Name

James Edward White

SSN

XXX-XX-X834

ID

9749

Pay Period

04/01/2017 - 04/30/2017

Pay date

04/28/2017

Deliv. Code

1P54474100

W-4 Information

Fed

M01

Add \$\$

0.00

State

S01

Add \$\$

0.00

Gross Pay

Deductions & Taxes

Current

5,087.39

1,424.35

YTD

20,349.56

5,697.41

Gross Pay

Rate

Hours

Current

00009749 Pay Period Salary

5,087.39

Total Earnings

5,087.39

MSU Contributions

Current

YTD

MSU MN Mtch Fidelity ER

508.74

2,034.96

Blue Care Network ER

380.79

1,523.16

Caremark ER

124.86

499.44

Delta Dental Employer

39.18

156.72

FICA ER

312.78

1,251.13

Medicare ER

73.15

292.60

Total Contributions

1,439.50

5,758.01

Taxable Benefits

Current

YTD

Total Taxable Benefits

0.00

0.00

Pre Tax Deductions

Current

YTD

Mn Bse Fidelity EE

254.37

1,017.48

Parking Pre-tax

42.50

170.00

Total Pre Tax Deductions

296.87

1,187.48

Post Tax Deductions

Current

YTD

APA Dues

70.00

280.00

Total Post Tax Deductions

70.00

280.00

Taxes

Authority

Current

YTD

Federal Withholding

FED

482.12

1,928.48

FICA EE

FED

312.78

1,251.13

Medicare EE

FED

73.15

292.60

State Withholding

MI

189.43

757.72

Total Employee Tax

1,057.48

4,229.93

Quota Overview

Vacation

Sick

Personal

Family Sick

Starting Balance

102.00

816.00

16.50

80.00

Accruals

16.00

12.00

0.00

0.00

Adjustments

0.00

0.00

0.00

0.00

Time Taken

0.00

- 24.00

0.00

0.00

Ending Balance

118.00

804.00

16.50

80.00

Vacation Service Months

125.50

Check Information

Bank Name

Payment Method

Amount

0000974900177001

LAFCU

PY Direct Deposit (ACH)

3,663.04

F5. March 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 03/01/2017 - 03/31/2017
Pay date 03/31/2017
Deliv. Code 1P54474100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	5,087.39	1,424.35
YTD	15,262.17	4,273.06

Net Pay	Federal Taxable Gross
3,663.04	4,790.52
10,989.11	14,371.56

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			5,087.39
Total Earnings			5,087.39

Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE	254.37	763.11
Parking Pre-tax	42.50	127.50
Total Pre Tax Deductions	296.87	890.61

MSU Contributions	Current	YTD
MSU MN Mtch Fidelity ER	508.74	1,526.22
Blue Care Network ER	380.79	1,142.37
Caremark ER	124.86	374.58
Delta Dental Employer	39.18	117.54
FICA ER	312.78	938.35
Medicare ER	73.15	219.45
Total Contributions	1,439.50	4,318.51

Post Tax Deductions	Current	YTD
APA Dues	70.00	210.00
Total Post Tax Deductions	70.00	210.00

Taxable Benefits	Current	YTD
Total Taxable Benefits	0.00	0.00

Taxes	Authority	Current	YTD
Federal Withholding	FED	482.12	1,446.36
FICA EE	FED	312.78	938.35
Medicare EE	FED	73.15	219.45
State Withholding	MI	189.43	568.29
Total Employee Tax		1,057.48	3,172.45

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	86.00	808.00	16.50	80.00
Accruals	16.00	8.00	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	0.00	0.00	0.00	0.00
Ending Balance	102.00	816.00	16.50	80.00
Vacation Service Months	124.50			

Check Information	Bank Name	Payment Method	Amount
0000974900175001	LAFCU	PY Direct Deposit (ACH)	3,663.04

F6. February 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 02/01/2017 - 02/28/2017
Pay date 02/28/2017
Deliv. Code 1P54474100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	5,087.39	1,424.36
YTD	10,174.78	2,848.71

Net Pay	Federal Taxable Gross
3,663.03	4,790.52
7,326.07	9,581.04

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			5,087.39
Total Earnings			5,087.39

Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE	254.37	508.74
Parking Pre-tax	42.50	85.00
Total Pre Tax Deductions	296.87	593.74

MSU Contributions	Current	YTD
MSU MN Mtch Fidelity ER	508.74	1,017.48
Blue Care Network ER	380.79	761.58
Caremark ER	124.86	249.72
Delta Dental Employer	39.18	78.36
FICA ER	312.79	625.57
Medicare ER	73.15	146.30
Total Contributions	1,439.51	2,879.01

Post Tax Deductions	Current	YTD
APA Dues	70.00	140.00
Total Post Tax Deductions	70.00	140.00

Taxable Benefits	Current	YTD
Total Taxable Benefits	0.00	0.00

Taxes	Authority	Current	YTD
Federal Withholding	FED	482.12	964.24
FICA EE	FED	312.79	625.57
Medicare EE	FED	73.15	146.30
State Withholding	MI	189.43	378.86
Total Employee Tax		1,057.49	2,114.97

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	70.00	800.00	20.00	80.00
Accruals	16.00	8.00	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	0.00	0.00	3.50	0.00
Ending Balance	86.00	808.00	16.50	80.00
Vacation Service Months	123.50			

Check Information	Bank Name	Payment Method	Amount
0000974900174001	LAFCU	PY Direct Deposit (ACH)	3,663.03

G. Pay Statements Forward From After Layoff

G1. October 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS
MICHIGAN STATE UNIVERSITY
 East Lansing, Michigan

Name James Edward White
 SSN XXX-XX-X834
 ID 9749

Pay Period 10/01/2017 - 10/31/2017
 Pay date 10/31/2017
 Deliv. Code 1P54474100

W-4 Information
 Fed Add \$\$ State Add \$\$
 M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	833.33	177.65
YTD	44,136.71	12,219.76

Net Pay	Federal Taxable Gross
655.68	811.25
31,916.95	41,589.87

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			833.33
Total Earnings			833.33
MSU Contributions	Current	YTD	
MSU MN Mtch Fidelity ER	83.34	4,413.68	
Delta Dental Employer	- 19.59	313.44	
FICA ER	52.89	2,715.40	
Medicare ER	12.37	635.05	
Blue Care Network ER	0.00	3,046.32	
Caremark ER	0.00	998.88	
Total Contributions	129.01	12,122.77	
Taxable Benefits	Current	YTD	
Total Taxable Benefits	0.00	0.00	

Pre Tax Deductions	Current	YTD	
Delta Dental EE Pre-Tax	- 19.59		
Mn Bse Fidelity EE	41.67	2,206.84	
Parking Pre-tax		340.00	
Total Pre Tax Deductions	22.08	2,546.84	
Post Tax Deductions	Current	YTD	
APA Dues	70.00	700.00	
Total Post Tax Deductions	70.00	700.00	
Taxes	Authority	Current	YTD
Federal Withholding	FED		3,996.57
FICA EE	FED	52.89	2,715.40
Medicare EE	FED	12.37	635.05
State Withholding	MI	20.31	1,625.90
Total Employee Tax		85.57	8,972.92

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	0.00	805.70	8.50	80.00
Accruals	4.00	0.80	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	0.00	0.00	0.00	0.00
Ending Balance	4.00	806.50	8.50	80.00
Vacation Service Months	129.75			

Check Information	Bank Name	Payment Method	Amount
0000974900189001	LAFCU	PY Direct Deposit (ACH)	655.68

G2. November 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS
MICHIGAN STATE UNIVERSITY
 East Lansing, Michigan

Name James Edward White
 SSN XXX-XX-X834
 ID 9749

Pay Period 11/01/2017 - 11/30/2017
 Pay date 11/30/2017
 Deliv. Code 1F47A07100

W-4 Information
 Fed Add \$\$ State Add \$\$
 M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	4,583.33	2,008.62
YTD	48,720.04	14,228.38

Net Pay	Federal Taxable Gross
2,574.71	3,394.99
34,491.66	44,984.86

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			4,583.33
Total Earnings			4,583.33
MSU Contributions	Current	YTD	
MSU MN Mtch Fidelity ER	458.34	4,872.02	
FICA ER	281.53	2,996.93	
Medicare ER	65.84	700.89	
Blue Care Network ER	761.58	3,807.90	
Caremark ER	249.72	1,248.60	
Delta Dental Employer	78.36	391.80	
Total Contributions	1,895.37	14,018.14	
Taxable Benefits	Current	YTD	
Total Taxable Benefits	0.00	0.00	

Pre Tax Deductions	Current	YTD	
Mn Bse Fidelity EE	229.17	2,436.01	
Suppl Fidelity EE	916.67	916.67	
Parking Pre-tax	42.50	382.50	
Total Pre Tax Deductions	1,188.34	3,735.18	
Post Tax Deductions	Current	YTD	
APA Dues	70.00	770.00	
Total Post Tax Deductions	70.00	770.00	
Taxes	Authority	Current	YTD
FICA EE	FED	281.53	2,996.93
Medicare EE	FED	65.84	700.89
Federal Withholding	FED	272.79	4,269.36
State Withholding	MI	130.12	1,756.02
Total Employee Tax		750.28	9,723.20

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	4.00	806.50	8.50	80.00
Accruals	16.00	8.00	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	0.00	0.00	0.00	0.00
Ending Balance	20.00	814.50	8.50	80.00
Vacation Service Months	130.75			

Check Information	Bank Name	Payment Method	Amount
0000974900191001	LAFCU	PY Direct Deposit (ACH)	2,574.71

G3. December 2017 Pay Statement (Longevity Pay)



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period Special Run
Pay date 12/01/2017
Deliv. Code

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	285.00	105.17
YTD	49,005.04	14,333.55

	Net Pay	Federal Taxable Gross
	179.83	285.00
	34,671.49	45,269.86

Gross Pay	Rate	Hours	Current
00009749 Longevity Pay		10.00	285.00
Total Earnings			285.00
MSU Contributions	Current	YTD	
FICA ER	17.67	3,014.60	
Medicare ER	4.14	705.03	
MSU MN Mtch Fidelity ER	0.00	4,872.02	
Blue Care Network ER	0.00	3,807.90	
Caremark ER	0.00	1,248.60	
Delta Dental Employer	0.00	391.80	
Total Contributions	21.81	14,039.95	
Taxable Benefits	Current	YTD	
Total Taxable Benefits	0.00	0.00	

Pre Tax Deductions	Current	YTD
Parking Pre-tax		382.50
Mn Bse Fidelity EE		2,436.01
Suppl Fidelity EE		916.67
Total Pre Tax Deductions	0.00	3,735.18

Post Tax Deductions	Current	YTD
APA Dues		770.00
Total Post Tax Deductions	0.00	770.00

Taxes	Authority	Current	YTD
Federal Withholding	FED	71.25	4,340.61
FICA EE	FED	17.67	3,014.60
Medicare EE	FED	4.14	705.03
State Withholding	MI	12.11	1,768.13
Total Employee Tax		105.17	9,828.37

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	20.00	814.50	8.50	80.00
Accruals	0.00	0.00	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	0.00	0.00	0.00	0.00
Ending Balance	20.00	814.50	8.50	80.00
Vacation Service Months	0.00			

Check Information	Bank Name	Payment Method	Amount
0000974900192001	LAFCU	PY Direct Deposit (ACH)	179.83

G4. December 2017 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 12/01/2017 - 12/31/2017
Pay date 12/29/2017
Deliv. Code 1F47A07100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	4,583.33	2,008.62
YTD	53,588.37	16,342.17

	Net Pay	Federal Taxable Gross
	2,574.71	3,394.99
	37,246.20	48,664.85

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			4,583.33
Total Earnings			4,583.33
MSU Contributions	Current	YTD	
MSU MN Mtch Fidelity ER	458.34	5,330.36	
Blue Care Network ER	380.79	4,188.69	
Caremark ER	124.86	1,373.46	
Delta Dental Employer	39.18	430.98	
FICA ER	281.53	3,296.13	
Medicare ER	65.84	770.87	
Total Contributions	1,350.54	15,390.49	
Taxable Benefits	Current	YTD	
Total Taxable Benefits	0.00	0.00	

Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE	229.17	2,665.18
Suppl Fidelity EE	916.67	1,833.34
Parking Pre-tax	42.50	425.00
Total Pre Tax Deductions	1,188.34	4,923.52

Post Tax Deductions	Current	YTD
APA Dues	70.00	840.00
Total Post Tax Deductions	70.00	840.00

Taxes	Authority	Current	YTD
Federal Withholding	FED	272.79	4,613.40
FICA EE	FED	281.53	3,296.13
Medicare EE	FED	65.84	770.87
State Withholding	MI	130.12	1,898.25
Total Employee Tax		750.28	10,578.65

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	20.00	814.50	8.50	80.00
Accruals	16.00	8.00	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	0.00	0.00	0.00	0.00
Ending Balance	36.00	822.50	8.50	80.00
Vacation Service Months	131.75			

Check Information	Bank Name	Payment Method	Amount
0000974900193001	LAFCU	PY Direct Deposit (ACH)	2,574.71

G5. January 2018 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

FOUNDED
1855

UNIVERSITY

Name

James Edward White

SSN

XXX-XX-X834

ID

9749

Gross Pay

Deductions & Taxes

Current

4,720.83

2,073.37

YTD

4,720.83

2,073.37

Gross Pay

Rate

Hours

Current

00009749 Pay Period Salary

4,720.83

Total Earnings

4,720.83

MSU Contributions

Current

YTD

MSU MN Mtch Fidelity ER

472.08

472.08

Blue Care Network ER

399.44

399.44

Caremark ER

125.48

125.48

Delta Dental Employer

37.99

37.99

FICA ER

290.06

290.06

Medicare ER

67.84

67.84

Total Contributions

1,392.89

1,392.89

Taxable Benefits

Current

YTD

Total Taxable Benefits

0.00

0.00

Pay Period

01/01/2018 - 01/31/2018

Pay date

01/31/2018

Deliv. Code

1F47A07100

W-4 Information

Fed

Add \$\$

State

Add \$\$

M01

0.00

S01

0.00

Net Pay

Federal Taxable Gross

2,647.46

3,498.12

2,647.46

3,498.12

Pre Tax Deductions

Current

YTD

Mn Bse Fidelity EE

236.04

236.04

Parking Pre-tax

42.50

42.50

Suppl Fidelity EE

944.17

944.17

Total Pre Tax Deductions

1,222.71

1,222.71

Post Tax Deductions

Current

YTD

APA Dues

70.00

70.00

Total Post Tax Deductions

70.00

70.00

Taxes

Authority

Current

YTD

Federal Withholding

FED

288.26

288.26

FICA EE

FED

290.06

290.06

Medicare EE

FED

67.84

67.84

State Withholding

MI

134.50

134.50

Total Employee Tax

780.66

780.66

Quota Overview

Vacation

Sick

Personal

Family Sick

Starting Balance

36.00

822.50

8.50

80.00

Accruals

16.00

8.00

0.00

0.00

Adjustments

0.00

0.00

0.00

0.00

Time Taken

- 24.00

- 1.00

0.00

0.00

Ending Balance

28.00

829.50

8.50

80.00

Vacation Service Months

132.75

Check Information

Bank Name

Payment Method

Amount

0000974900200001

LAFCU

PY Direct Deposit (ACH)

2,647.46

G6. February 2018 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

FOUNDED
1855

UNIVERSITY

Name

James Edward White

SSN

XXX-XX-X834

ID

9749

Gross Pay

Deductions & Taxes

Current

4,720.83

2,016.11

YTD

9,441.66

4,089.48

Gross Pay

Rate

Hours

Current

00009749 Pay Period Salary

4,720.83

Total Earnings

4,720.83

MSU Contributions

Current

YTD

MSU MN Mtch Fidelity ER

472.08

944.16

Blue Care Network ER

399.44

798.88

Caremark ER

125.48

250.96

Delta Dental Employer

37.99

75.98

FICA ER

290.05

580.11

Medicare ER

67.83

135.67

Total Contributions

1,392.87

2,785.76

Taxable Benefits

Current

YTD

Total Taxable Benefits

0.00

0.00

Pay Period

02/01/2018 - 02/28/2018

Pay date

02/28/2018

Deliv. Code

1F47A07100

W-4 Information

Fed

Add \$\$

State

Add \$\$

M01

0.00

S01

0.00

Net Pay

Federal Taxable Gross

2,704.72

3,498.12

5,352.18

6,996.24

Pre Tax Deductions

Current

YTD

Mn Bse Fidelity EE

236.04

472.08

Suppl Fidelity EE

944.17

1,888.34

Parking Pre-tax

42.50

85.00

Total Pre Tax Deductions

1,222.71

2,445.42

Post Tax Deductions

Current

YTD

APA Dues

70.00

140.00

Total Post Tax Deductions

70.00

140.00

Taxes

Authority

Current

YTD

Federal Withholding

FED

231.02

519.28

FICA EE

FED

290.05

580.11

Medicare EE

FED

67.83

135.67

State Withholding

MI

134.50

269.00

Total Employee Tax

723.40

1,504.06

Quota Overview

Vacation

Sick

Personal

Family Sick

Starting Balance

28.00

829.50

8.50

80.00

Accruals

16.00

8.00

0.00

0.00

Adjustments

0.00

0.00

0.00

0.00

Time Taken

0.00

0.00

0.00

0.00

Ending Balance

44.00

837.50

8.50

80.00

Vacation Service Months

133.75

Check Information

Bank Name

Payment Method

Amount

0000974900201001

LAFCU

PY Direct Deposit (ACH)

2,704.72

G7. March 2018 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 03/01/2018 - 03/31/2018
Pay date 03/30/2018
Deliv. Code 1F47A07100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	4,720.83	2,016.13
YTD	14,162.49	6,105.61

	Net Pay	Federal Taxable Gross
	2,704.70	3,498.12
	8,056.88	10,494.36

	Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary				4,720.83
Total Earnings				4,720.83

	Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE		236.04	708.12
Suppl Fidelity EE		944.17	2,832.51
Parking Pre-tax		42.50	127.50
Total Pre Tax Deductions		1,222.71	3,668.13

	MSU Contributions	Current	YTD
MSU MN Mtch Fidelity ER		472.08	1,416.24
Blue Care Network ER		399.44	1,198.32
Caremark ER		125.48	376.44
Delta Dental Employer		37.99	113.97
FICA ER		290.06	870.17
Medicare ER		67.84	203.51
Total Contributions		1,392.89	4,178.65

	Post Tax Deductions	Current	YTD
APA Dues		70.00	210.00
Total Post Tax Deductions		70.00	210.00

	Taxable Benefits	Current	YTD
Total Taxable Benefits		0.00	0.00

	Taxes	Authority	Current	YTD
Federal Withholding	FED		231.02	750.30
FICA EE	FED		290.06	870.17
Medicare EE	FED		67.84	203.51
State Withholding	MI		134.50	403.50
Total Employee Tax			723.42	2,227.48

	Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance		44.00	837.50	8.50	80.00
Accruals		16.00	12.00	0.00	0.00
Adjustments		0.00	0.00	0.00	0.00
Time Taken		- 8.00	- 2.00	0.00	0.00
Ending Balance		52.00	847.50	8.50	80.00
Vacation Service Months		134.75			

Check Information	Bank Name	Payment Method	Amount
0000974900203001	LAFCU	PY Direct Deposit (ACH)	2,704.70

G8. April 2018 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 04/01/2018 - 04/30/2018
Pay date 04/30/2018
Deliv. Code 1F47A07100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	4,720.83	2,016.12
YTD	18,883.32	8,121.73

	Net Pay	Federal Taxable Gross
	2,704.71	3,498.12
	10,761.59	13,992.48

	Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary				4,720.83
Total Earnings				4,720.83

	Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE		236.04	944.16
Suppl Fidelity EE		944.17	3,776.68
Parking Pre-tax		42.50	170.00
Total Pre Tax Deductions		1,222.71	4,890.84

	MSU Contributions	Current	YTD
MSU MN Mtch Fidelity ER		472.08	1,888.32
Blue Care Network ER		399.44	1,597.76
Caremark ER		125.48	501.92
Delta Dental Employer		37.99	151.96
FICA ER		290.06	1,160.23
Medicare ER		67.83	271.34
Total Contributions		1,392.88	5,571.53

	Post Tax Deductions	Current	YTD
APA Dues		70.00	280.00
Total Post Tax Deductions		70.00	280.00

	Taxable Benefits	Current	YTD
Total Taxable Benefits		0.00	0.00

	Taxes	Authority	Current	YTD
Federal Withholding	FED		231.02	981.32
FICA EE	FED		290.06	1,160.23
Medicare EE	FED		67.83	271.34
State Withholding	MI		134.50	538.00
Total Employee Tax			723.41	2,950.89

	Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance		52.00	847.50	8.50	80.00
Accruals		16.00	8.00	0.00	0.00
Adjustments		0.00	0.00	0.00	0.00
Time Taken		0.00	0.00	0.00	0.00
Ending Balance		68.00	855.50	8.50	80.00
Vacation Service Months		135.75			

Check Information	Bank Name	Payment Method	Amount
0000974900204001	LAFCU	PY Direct Deposit (ACH)	2,704.71

G9. May 2018 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 05/01/2018 - 05/31/2018
Pay date 05/31/2018
Deliv. Code 1F47A07100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	4,720.83	2,015.78
YTD	23,604.15	10,137.51

	Net Pay	Federal Taxable Gross
	2,705.05	3,498.12
	13,466.64	17,490.60

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			4,720.83
Total Earnings			4,720.83
MSU Contributions	Current	YTD	
MSU MN Mtch Fidelity ER	472.08	2,360.40	
Blue Care Network ER	399.44	1,997.20	
Caremark ER	125.48	627.40	
Delta Dental Employer	37.99	189.95	
FICA ER	290.05	1,450.28	
Medicare ER	67.84	339.18	
Total Contributions	1,392.88	6,964.41	
Taxable Benefits	Current	YTD	
Total Taxable Benefits	0.00	0.00	

Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE	236.04	1,180.20
Suppl Fidelity EE	944.17	4,720.85
Parking Pre-tax	42.50	212.50
Total Pre Tax Deductions	1,222.71	6,113.55

Post Tax Deductions	Current	YTD
APA Dues	70.00	350.00
Total Post Tax Deductions	70.00	350.00

Taxes	Authority	Current	YTD
Federal Withholding	FED	231.02	1,212.34
FICA EE	FED	290.05	1,450.28
Medicare EE	FED	67.84	339.18
State Withholding	MI	134.16	672.16
Total Employee Tax		723.07	3,673.96

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	68.00	855.50	8.50	80.00
Accruals	16.00	8.00	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	0.00	2.00	5.00	0.00
Ending Balance	84.00	861.50	3.50	80.00
Vacation Service Months	136.75			

Check Information	Bank Name	Payment Method	Amount
0000974900206001	LAFCU	PY Direct Deposit (ACH)	2,705.05

G10. June 2018 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 06/01/2018 - 06/30/2018
Pay date 06/29/2018
Deliv. Code 1F47A07100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	4,720.83	2,015.95
YTD	28,324.98	12,153.46

	Net Pay	Federal Taxable Gross
	2,704.88	3,498.12
	16,171.52	20,988.72

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			4,720.83
Total Earnings			4,720.83
MSU Contributions	Current	YTD	
MSU MN Mtch Fidelity ER	472.08	2,832.48	
Blue Care Network ER	399.44	2,396.64	
Caremark ER	125.48	752.88	
Delta Dental Employer	37.99	227.94	
FICA ER	290.06	1,740.34	
Medicare ER	67.83	407.01	
Total Contributions	1,392.88	8,357.29	
Taxable Benefits	Current	YTD	
Total Taxable Benefits	0.00	0.00	

Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE	236.04	1,416.24
Suppl Fidelity EE	944.17	5,665.02
Parking Pre-tax	42.50	255.00
Total Pre Tax Deductions	1,222.71	7,336.26

Post Tax Deductions	Current	YTD
APA Dues	70.00	420.00
Total Post Tax Deductions	70.00	420.00

Taxes	Authority	Current	YTD
Federal Withholding	FED	231.02	1,443.36
FICA EE	FED	290.06	1,740.34
Medicare EE	FED	67.83	407.01
State Withholding	MI	134.33	806.49
Total Employee Tax		723.24	4,397.20

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	84.00	861.50	3.50	80.00
Accruals	16.00	8.00	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	8.00	0.00	0.00	0.00
Ending Balance	92.00	869.50	3.50	80.00
Vacation Service Months	137.75			

Check Information	Bank Name	Payment Method	Amount
0000974900207001	LAFCU	PY Direct Deposit (ACH)	2,704.88

G11. July 2018 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 07/01/2018 - 07/31/2018
Pay date 07/31/2018
Deliv. Code 1F47A07100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	4,720.83	2,017.47
YTD	33,045.81	14,170.93

	Net Pay	Federal Taxable Gross
	2,703.36	3,496.12
	18,874.88	24,484.84

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			4,720.83
Total Earnings			4,720.83
MSU Contributions	Current	YTD	
MSU MN Mtch Fidelity ER	472.08	3,304.56	
Blue Care Network ER	399.44	2,796.08	
Caremark ER	125.48	878.36	
Delta Dental Employer	37.99	265.93	
FICA ER	289.93	2,030.27	
Medicare ER	67.81	474.82	
Total Contributions	1,392.73	9,750.02	
Taxable Benefits	Current	YTD	
Total Taxable Benefits	0.00	0.00	

Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE	236.04	1,652.28
Suppl Fidelity EE	944.17	6,609.19
Parking Pre-tax	44.50	299.50
Total Pre Tax Deductions	1,224.71	8,560.97

Post Tax Deductions	Current	YTD
APA Dues	70.00	490.00
Total Post Tax Deductions	70.00	490.00

Taxes	Authority	Current	YTD
Federal Withholding	FED	230.78	1,674.14
FICA EE	FED	289.93	2,030.27
Medicare EE	FED	67.81	474.82
State Withholding	MI	134.24	940.73
Total Employee Tax		722.76	5,119.96

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	92.00	869.50	0.00	80.00
Accruals	16.00	8.00	24.00	80.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	- 8.00	- 1.50	- 4.50	0.00
Ending Balance	100.00	876.00	23.00	80.00
Vacation Service Months	138.75			

Check Information	Bank Name	Payment Method	Amount
0000974900211001	LAFCU	PY Direct Deposit (ACH)	2,703.36

G12. August 2018 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

Name James Edward White
SSN XXX-XX-X834
ID 9749

Pay Period 08/01/2018 - 08/31/2018
Pay date 08/31/2018
Deliv. Code 1F47A07100

W-4 Information
Fed Add \$\$ State Add \$\$
M01 0.00 S01 0.00

	Gross Pay	Deductions & Taxes
Current	4,720.83	2,017.47
YTD	37,766.64	16,188.40

	Net Pay	Federal Taxable Gross
	2,703.36	3,496.12
	21,578.24	27,980.96

Gross Pay	Rate	Hours	Current
00009749 Pay Period Salary			4,720.83
Total Earnings			4,720.83
MSU Contributions	Current	YTD	
MSU MN Mtch Fidelity ER	472.08	3,776.64	
Blue Care Network ER	399.44	3,195.52	
Caremark ER	125.48	1,003.84	
Delta Dental Employer	37.99	303.92	
FICA ER	289.93	2,320.20	
Medicare ER	67.81	542.63	
Total Contributions	1,392.73	11,142.75	
Taxable Benefits	Current	YTD	
Total Taxable Benefits	0.00	0.00	

Pre Tax Deductions	Current	YTD
Mn Bse Fidelity EE	236.04	1,888.32
Suppl Fidelity EE	944.17	7,553.36
Parking Pre-tax	44.50	344.00
Total Pre Tax Deductions	1,224.71	9,785.68

Post Tax Deductions	Current	YTD
APA Dues	70.00	560.00
Total Post Tax Deductions	70.00	560.00

Taxes	Authority	Current	YTD
Federal Withholding	FED	230.78	1,904.92
FICA EE	FED	289.93	2,320.20
Medicare EE	FED	67.81	542.63
State Withholding	MI	134.24	1,074.97
Total Employee Tax		722.76	5,842.72

Quota Overview	Vacation	Sick	Personal	Family Sick
Starting Balance	100.00	876.00	23.00	80.00
Accruals	16.00	8.00	0.00	0.00
Adjustments	0.00	0.00	0.00	0.00
Time Taken	- 40.00	0.00	0.00	0.00
Ending Balance	76.00	884.00	23.00	80.00
Vacation Service Months	139.75			

Check Information	Bank Name	Payment Method	Amount
0000974900212001	LAFCU	PY Direct Deposit (ACH)	2,703.36

G13. September 2018 Pay Statement



EMPLOYEE STATEMENT OF EARNINGS AND DEDUCTIONS

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

FOUNDED
1855
UNIVERSITY

Name

James Edward White

SSN

XXX-XX-X834

ID

9749

Gross Pay

Current

4,720.83

Deductions & Taxes

2,017.48

YTD

42,487.47

18,205.88

Gross Pay

Rate

Hours

Current

00009749 Pay Period Salary

4,720.83

Total Earnings

4,720.83

MSU Contributions

Current

YTD

MSU MN Mtch Fidelity ER

472.08

4,248.72

Blue Care Network ER

399.44

3,594.96

Caremark ER

125.48

1,129.32

Delta Dental Employer

37.99

341.91

FICA ER

289.94

2,610.14

Medicare ER

67.81

610.44

Total Contributions

1,392.74

12,535.49

Taxable Benefits

Current

YTD

Total Taxable Benefits

0.00

0.00

Pay Period

09/01/2018 - 09/30/2018

Pay date

09/28/2018

Deliv. Code

1F47A07100

W-4 Information

Fed

Add \$\$

State

Add \$\$

M01

0.00

S01

0.00

Net Pay

2,703.35

24,281.59

Federal Taxable Gross

3,496.12

31,477.08

Pre Tax Deductions

Current

YTD

Mn Bse Fidelity EE

236.04

2,124.36

Suppl Fidelity EE

944.17

8,497.53

Parking Pre-tax

44.50

388.50

Total Pre Tax Deductions

1,224.71

11,010.39

Post Tax Deductions

Current

YTD

APA Dues

70.00

630.00

Total Post Tax Deductions

70.00

630.00

Taxes

Authority

Current

YTD

Federal Withholding

FED

230.78

2,135.70

FICA EE

FED

289.94

2,610.14

Medicare EE

FED

67.81

610.44

State Withholding

MI

134.24

1,209.21

Total Employee Tax

722.77

6,565.49

Quota Overview

Vacation

Sick

Personal

Family Sick

Starting Balance

76.00

884.00

23.00

80.00

Accruals

16.00

12.00

0.00

0.00

Adjustments

0.00

0.00

0.00

0.00

Time Taken

- 16.00

0.00

0.00

0.00

Ending Balance

76.00

896.00

23.00

80.00

Vacation Service Months

140.75

Check Information

Bank Name

Payment Method

Amount

0000974900213001

LAFCU

PY Direct Deposit (ACH)

2,703.35

H. Email Exchange Attempting to Correct Vacation Pay

H1. Vacation Pay Explanation Request, White to McManaman, Dec 3, 2017

From: White, James (Jim)

Sent: Sunday, December 03, 2017 4:20 PM

To: McManaman, Judy

Subject:

Exhibit cross-reference key for this
and next email on next page.

Hi Judy,

In examining the Display Working Times page that you included in your exhibits for my UIA hearing on November 29 I see that the amounts are inconsistent with my exhibit C from the hearing. In particular note that only 94 hours are credited to vacation time in your exhibit yet 102 hours are subtracted in my Statement of Earnings exhibit. You will also note there is a discrepancy between the dollar amount on the Labor Distribution Report and the Other Protests exhibit, \$2604.26 versus \$2356.53.

Rather than sort out the mathematical discrepancies I would much rather simply have the full 102 hours of vacation credits restored. The amount that MSU transfers to my bank account can be reduced for the next month (or two if that is needed) to recover the amount MSU previously transferred to my bank account as "vacation pay."

If you have any questions, please do not hesitate to holler.

Thanks,

Jim,

James E. White
Web Accessibility Specialist
Information Technology
Computer Center
450 Auditorium Rd, Room 120
East Lansing, MI 48824

517-884-0670
whitej71@msu.edu
webaccess.msu.edu

H2. Vacation Pay Explanation, Holda to White, December 22, 2017

From: Holda, Amy

Sent: Friday, December 22, 2017 1:55 PM

To: White, James (Jim) <whitej71@msu.edu>

Cc: McManaman, Judy <mcmanama@hr.msu.edu>

Subject: FW: James White Vacation Pay

Mr. White,

Ms. McManaman forwarded me your email. I've reviewed the vacation hours recorded in SAP, your September statement of earnings (Exhibit C), the Labor Distribution Report and the "Other Protests" documents.

The SAP record shows that you were debited vacation hours for the following days.:

8/30/2017 – 8.0
8/31/2017 – 8.0 (effective date of layoff)
9/1/2017 – 8.0
9/4/2017 – 8.0
9/5/2017 – 8.0
9/6/2017 – 8.0
9/7/2017 – 8.0
9/8/2017 – 8.0
9/11/2017 – 8.0
9/12/2017 – 8.0
9/13/2017 – 8.0
9/14/2017 – 8.0
9/15/2017 – 6.0

Exhibit Cross-Reference Key	
Email Reference	See Exhibit
Display Working Times	A
my hearing Exhibit C	C
Statement of Earnings exhibit	C
September statement of earnings	C
Exhibit C	C
Labor Distribution Report	B
Other Protests	I
\$2356.53	I

The 'Vacation Time Taken' entry on the September Statement of Earnings reflects 102 hours. Eight of these occurred on 8/30/2017 which is prior to the 8/31/2017 layoff effective date. Because the hours were entered in EBS/SAP after the August payroll processing date, the debit is reflected on the September statement. The same is true with the 8/31 entry.

The 'Display Working Times' document only shows the vacation hours debited during the period of layoff for which you had vacation accruals to exhaust (8/31/2017 – 9/15/2017). That would explain the discrepancy between the 102 hours and the 96 hours. Please note that 2 hours of 9/15/2017 are recorded as 'Excused Unpaid' because there were only six hours of vacation time available to cover that date.

Finally, the document that begins "Other Protests" in which Ms. McManaman documented payment only covers the period of 9/03/2017 – 9/15/2017 at 3:00pm. This is because the benefit week began on Sunday, September 3. So while you had gross payment of \$2604.26 for the Pay Period of 9/01/2017 – 9/30/2017, Ms. McManaman was only reporting the amount related to 9/03/2017 – 9/15/2017.

Please let me know if you have any other questions related to the variances of these documents.

You also requested to be restored the 102 vacation hours and be allowed to pay the University back for this time over the next one or two months through payroll deduction. Your request will not be granted but please be aware that with approval by your supervisor, you may take up to 10 days off without pay per fiscal year per Article 20, Section I, Para. 148. I hope this addresses any concern you may have had about rebuilding a leave bank or possibly if you had travel plans arranged prior to your layoff.

Please feel free to contact me with any further questions or concerns.

Regards,

Amy B. Holda, MLRHR

Assistant Director

Office of Employee Relations

MSU Human Resources

517-884-0116

amyholda@hr.msu.edu



Human Resources
MICHIGAN STATE UNIVERSITY

H3. Rerequest 8 Hour Correction and \$2,604.26 Explanation, White to Holda, January 13, 2018

From: White, James (Jim)

Sent: Saturday, January 13, 2018 2:31 PM

To: Holda, Amy <amyholda@hr.msu.edu>

Cc: McManaman, Judy <mcmanama@hr.msu.edu>; mwaltz@mea.org; Koffman, Maurice <koffman@msu.edu>; mshoudy@mea.org

Subject: Re: James White Vacation Pay

Hi Amy,

Apologies for the slow response. I still don't understand. I was definitely at work all day August 30 so there is no reason that should be shown as vacation regardless of what artificial entries MSU might want to make to attempt to reduce its legal unemployment compensation burden. And the bottom line appears still to be that only 94 hours of "vacation pay" were paid for but 102 hours were deducted from my account. I think I'll need to see an exact mathematical accounting of some kind that shows how that works.

Also for the difference of the \$2604.26 vs \$2356.53 I've not been able to figure out any method of number crunching that arrives at the \$2356.53 number so if you could show me the exact math I would appreciate it.

I still believe and request that sorting it out by deducting the supposed "vacation pay" from my pay deposits over a few months and restoring the 102 hours of earned vacation time to my

account would be a better way to resolve the issue than to get bogged down in trying to correct the already made "adjustments."

Thanks,

Jim,

James E. White
Web Accessibility Specialist
Information Technology
Computer Center
450 Auditorium Rd, Room 120
East Lansing, MI 48824

517-884-0670
whitej71@msu.edu
webaccess.msu.edu

H4. MSU Acknowledges 8 Hour Error, Holda to White, January 15, 2018

From: Holda, Amy

Sent: Monday, January 15, 2018 4:49:55 PM

To: White, James (Jim)

Cc: McManaman, Judy; mwaltz@mea.org; Koffman, Maurice; mshoudy@mea.org

Subject: RE: James White Vacation Pay

Mr. White,

It appears that August 30, 2017 was recorded as vacation in error. I apologize and will make sure that error is corrected and that those eight hours of vacation are returned to your vacation leave bank. The University is still not interested in having you buy back other vacation that was paid out to you.

Regards,

Amy B. Holda, MLRHR

Assistant Director
Office of Employee Relations
MSU Human Resources
517-884-0116
amyholda@hr.msu.edu



H5. Rerequest for Calculation of \$2,604.26, White to Holda, January 15, 2018

From: White, James (Jim)

Sent: Monday, January 15, 2018 8:24 PM

To: Holda, Amy <amyholda@hr.msu.edu>

Cc: McManaman, Judy <mcmanama@hr.msu.edu>; mwaltz@mea.org; Koffman, Maurice <koffman@msu.edu>; mshoudy@mea.org

Subject: Re: James White Vacation Pay

Thanks Amy,

That's progress. However I'm still at a loss to understand the \$2604.26 and \$2356.53 numbers so I really would appreciate seeing all the math that resulted in them.

Thanks,

Jim,

James E. White
Web Accessibility Specialist
Information Technology
Computer Center
450 Auditorium Rd, Room 120
East Lansing, MI 48824

517-884-0670
whitej71@msu.edu
webaccess.msu.edu

H6. 8 Hours Vacation Reinstated, Holda to White, January 16, 2018

From: Holda, Amy

Sent: Tuesday, January 16, 2018 10:06:12 AM

To: White, James (Jim)

Cc: McManaman, Judy; mwaltz@mea.org; Koffman, Maurice; mshoudy@mea.org

Subject: RE: James White Vacation Pay

Mr. White,

I'm writing to confirm that the 8 hours of vacation recorded for August 30th has been corrected. You should be able to see the 8 hours returned to your vacation accrual tomorrow.

I provided a fairly lengthy explanation regarding the difference in the different pay amounts. Again, the contract allows you to request unpaid time up to 10 days should you have had plans for the vacation allotment that was paid out to you. I consider the matter closed at this point.

Regards,

Amy B. Holda, MLRHR

Assistant Director
Office of Employee Relations
MSU Human Resources
517-884-0116
amyholda@hr.msu.edu



H7. Rerequest to MSU for Clear Calculation, White to Holda, January 17, 2018

From: White, James (Jim)

Sent: Wednesday, January 17, 2018 7:48 PM

To: Holda, Amy

Cc: McManaman, Judy; mwaltz@mea.org; Koffman, Maurice; mshoudy@mea.org

Subject: Re: James White Vacation Pay

Hi Amy,

Let me see if I'm figuring this correctly. My normal monthly pay was \$5087.39 and assuming an accounting month of 30 days that means that there are 22 work days in a month times 8 hours = 176 hours giving an hourly rate of \$28.905625 then multiplying that by 94 hours of "vacation pay" comes to \$2717.13. Which is \$112.87, over \$100 more than the \$2604.26 that was actually paid.

So I think I still need to know the algorithm or see the calculations that you used to get at the \$2604.26 so we can see why it differs from my calculation. I don't really need to see the other calculation that you used to provide the number to UIA since the difference would presumably be immaterial.

Thanks,

Jim,

James E. White
Web Accessibility Specialist
Information Technology
Computer Center
450 Auditorium Rd, Room 120
East Lansing, MI 48824

517-884-0670
whitej71@msu.edu
webaccess.msu.edu

H8. Rerequest to MSU for Clear Calculation, White to Holda, January 28, 2018

From: White, James (Jim)

Sent: Sunday, January 28, 2018 5:38 PM

To: Holda, Amy

Cc: McManaman, Judy; mwaltz@mea.org; Koffman, Maurice; mshoudy@mea.org

Subject: Re: James White Vacation Pay

Hi Amy,

Given your prior response and the lack of response to my most recent email I'm assuming that at this point you are unwilling to divulge the formula MSU uses for apparently short calculating the amount due to at least APA members for vacation pay. If you're simply trying to find out exactly what the formula is please let me know and I'll be patient a while longer.

Thanks,

Jim,

James E. White
Web Accessibility Specialist
Information Technology
Computer Center
450 Auditorium Rd, Room 120
East Lansing, MI 48824

517-884-0670
whitej71@msu.edu
webaccess.msu.edu

H9. Reminder Re Vacation Time Calculation, White to Waltz, February 15, 2018

From: James White [<mailto:whitejames@comcast.net>]

Sent: Thursday, February 15, 2018 8:54 PM

To: Waltz, Melanie <MWaltz@mea.org>

Subject: RE: Unemployment Hearing

Hi Melanie,

The documents were the same info I already had. It's the documents that they refer to that would be really helpful but, at this point, only if the MCAC decision goes against me.

What's happening with finding out how the amount paid for vacation was calculated?

Thanks,

James

James E. White
4107 Breakwater Dr
Okemos, MI 48864
(517) 381-1960
whitejames@comcast.net

H10. APA to Discuss with OER, Waltz to White, February 16, 2018

From: Waltz, Melanie [<mailto:MWaltz@mea.org>]

Sent: Friday, February 16, 2018 1:04 AM

To: James White

Subject: RE: Unemployment Hearing

James

Thanks for the reminder - I have not received another (correct) explanation from OER. I will see the Director of OER tomorrow and I will bring this up directly with him as Amy Holda did not provide me with an updated explanation.

Melanie A Waltz
MEA APA UniServ Director
3474 Alaiedon Parkway, Suite 100
Okemos, MI 48864
APA 517.999.4004
FAX 517.999.4003
mwaltz@mea.org

H11. APA Reports HR Uses 2080, Waltz to White, February 20, 2018

From: Waltz, Melanie [<mailto:MWaltz@mea.org>]

Sent: Tuesday, February 20, 2018 1:51 PM

To: James White

Cc: Maury Koffman (koffman@msu.edu)

Subject: Calculating Vacation Pay

James

I have copied Maury on this email as he and I had a discussion about the calculation of an AP's "hourly wage". He confirmed with me that HR is using the standard 2,080 hours per year for a calculation. Therefore, you should be able to take your yearly wage, divide by 2080, and see your hourly wage for your vacation payout. The payout will be based on the current salary at the time of payout.

I am hopeful that is what they used. Thanks -

Melanie A Waltz

MEA APA UniServ Director
3474 Alaiedon Parkway, Suite 100
Okemos, MI 48864
APA 517.999.4004
FAX 517.999.4003
mwaltz@mea.org

H12. Calculation Based on 2080, White to Waltz, February 20, 2018

From: James White [<mailto:whitejames@comcast.net>]

Sent: Tuesday, February 20, 2018 8:27 PM

To: 'Waltz, Melanie'

Cc: 'Maury Koffman' (koffman@msu.edu)'

Subject: RE: Calculating Vacation Pay

Hi Melanie,

If that's actually their standard then they've shorted my vacation pay even more than I expected: \$5087.39 per month pay * 12 months comes to \$61,048.68 divided by 2080 hours per year = \$29.3503269/hr * 94 hours = \$2758.93 due and subtracting the \$2604.26 paid shows an underpayment of \$154.67, so I underestimated by about 50% in my calculation shown below.

Here is my prior calculation:

Let me see if I'm figuring this correctly. My normal monthly pay was \$5087.39 and assuming an accounting month of 30 days that means that there are 22 work days in a month times 8 hours = 176 hours giving an hourly rate of \$28.905625 then multiplying that by 94 hours of "vacation pay" comes to \$2717.13. Which is \$112.87, over \$100 more than the \$2604.26 that was actually paid.

So assuming the 2080 is correct there is a still bigger mystery in their calculation.

If MSU HR really has assured the APA that is how they are arriving at their number then I can assure you that \$2604.26 wasn't arrived at that way.

James

James E. White
4107 Breakwater Dr
Okemos, MI 48864

(517) 381-1960
whitejames@comcast.net

H13. Request for Next Step, White to Waltz, February 25, 2018

From: James White [<mailto:whitejames@comcast.net>]

Sent: Sunday, February 25, 2018 1:57 PM

To: 'Waltz, Melanie'

Cc: 'Maury Koffman' (koffman@msu.edu)

Subject: RE: Calculating Vacation Pay

Hi Melanie,

So what is your thinking of what the next step should be?

Thanks,

James E. White
4107 Breakwater Dr
Okemos, MI 48864
(517) 381-1960
whitejames@comcast.net

H14. Request for Source of 2080, White to Waltz/Koffman, March 11, 2018

From: James White [<mailto:whitejames@comcast.net>]

Sent: Sunday, March 11, 2018 6:10 PM

To: 'Waltz, Melanie'

Cc: 'Maury Koffman' (koffman@msu.edu)

Subject: RE: Calculating Vacation Pay

Hi Melanie or Maury,

Do we know who gave Maury the information that 2080 hours was used for the calculation? I cannot make that number work so I still need to know what the formula was that was used and perhaps that person could tell us.

Thanks,

Jim

James E. White
4107 Breakwater Dr
Okemos, MI 48864
(517) 381-1960
whitejames@comcast.net

H15. Requery to APA, White to Waltz, April 8, 2018

From: James White [<mailto:whitejames@comcast.net>]

Sent: Sunday, April 08, 2018 2:04 PM

To: 'Waltz, Melanie'

Cc: 'Maury Koffman (koffman@msu.edu)'

Subject: RE: Calculating Vacation Pay

Hi Melanie,

When you last called about the computation of vacation pay you indicated you were personally taking it to MSU HR. I've not heard anything since then.

James E. White

4107 Breakwater Dr

Okemos, MI 48864

(517) 381-1960

whitejames@comcast.net

H16. Requery to APA, White to Waltz/Koffman, June 11, 2018

From: James White <whitejames@comcast.net>

Sent: Monday, June 11, 2018 7:18:05 PM

To: 'Waltz, Melanie'

Cc: Koffman, Maurice

Subject: RE: Calculating Vacation Pay

Hi Melanie,

Any answer yet?

Hi Maury,

Is Melanie still with the APA?

Thanks,

Jim

James E. White

4107 Breakwater Dr

Okemos, MI 48864

(517) 381-1960

whitejames@comcast.net

H17. APA Final Response, Koffman to White, June 13, 2018

From: Koffman, Maurice [<mailto:koffman@msu.edu>]

Sent: Wednesday, June 13, 2018 12:27 PM

To: James White; 'Waltz, Melanie'

Subject: Re: Calculating Vacation Pay

Hello James,

Thank you for the message. As I believe I communicated to you previously, I was conveying what I understood as the process used by MSU historically. In any case, it seems no matter

what numbers, information, or process is provided that it does not comport with your calculations.

MSU has provided the APA as much information as they are willing to share. And that information has already been shared with you by MSU directly. We have made every attempt to resolve the discrepancies you have calculated and MSU has refused to further engage on this topic. In their view this issue is a closed case.

Given the above, Melanie nor I have any additional information we can offer beyond the months of exchanges and details already provided. While we share in your concern about MSU's process and transparency it appears nothing further can be provided to you by the APA on this specific case.

Sincerely,

/Maury

Maurice Koffman, Esq.
MSU APA, President
3474 Alaiedon Pkwy., Ste 100
Okemos, MI 48864
517.999.4004
koffman@msu.edu

I. Supplemental Unemployment Exhibit

II. Other Protests

UIA 1575E
(Rev. 10-13)

Letter ID: L0039437144

Other Protests

In addition to specifically protesting this determination, you may also use the charts below to notify the UIA of any other circumstances regarding possible disqualification of ineligibility for benefits using the same "How to Protest" rules shown earlier.

Claimant Name: JAMES WHITE

Social Security Number: [REDACTED]

If you are making **special payments** to the claimant **after** the Benefit Year Beginning (BYB) date, complete the information below.

		Gross dollar Amount	Period From (month/day/year)	Period To (month/day/year)	Date Paid (month/day/year)
<input type="checkbox"/>	Earnings				
<input checked="" type="checkbox"/>	Holiday ^{Allocated} Vacation Pay	\$2,356.53	9-3-17	9-15-17 e.p.m.	9-29-17
<input type="checkbox"/>	Severance				
<input type="checkbox"/>	Pay in Lieu of Notice				
<input type="checkbox"/>	Sick Pay				
<input type="checkbox"/>	Lost Earnings				
<input type="checkbox"/>	Sales commission or Consultation fee				
<input type="checkbox"/>	Short Work Week or On-Call Pay				

If you are paying the claimant a **retirement pension**, complete the information below.

Monthly Amount	Effective Date	Date of First Payment

Check the box below that reflects the amount the claimant contributed to his/her retirement.

☐ Did not contribute ☐ Contributed less than 1/2 the cost ☐ Contributed 1/2 or more of cost

Additional Information:

Separation Information

The claimant indicated the separation reason with you as laid off. If you are reporting a different separation reason that is possibly disqualifying, please complete the information below. Check the box that applies to the claimant's separation with you.

☐ Discharged/Fired ☐ Voluntary Quit ☐ Voluntary Retirement ☐ Labor Dispute ☐ Other

Judy McManaman, MSU HR UC 600, (517) 884-0104 9-18-17



TIA is an Equal Opportunity Employer/Program.