

LANSING ENTERTAINMENT & PUBLIC FACILITIES AUTHORITY

BOARD OF COMMISSIONERS MEETING MINUTES

December 17, 2025

At 3:00 p.m. Chairwoman Maureen McNulty-Saxton called the LEPFA Board of Commissioners to order in the Governor's Room located at the Lansing Center; 333 East Michigan Avenue; Lansing, Michigan 48933.

COMMISSIONERS PRESENT: Paul Collins, Kenric Hall, Dustin Howard, Lolo Robison, Charles Mickins, Tracie Kent, Maureen Saxton, Crystal Thomas(EO).

COMMISSIONERS ABSENT: Larry Leatherwood, Danielle Lenz, Rawley Van Fossen (EO)

OTHERS PRESENT: Kirby Doidge, Ryan Tess, Tony Watson, Sherrie Boak City of Lansing, Cliff Hammond Foster Swift.

Chair Saxton called the LEPFA Board meeting to start at 3:00 P.M..

III. ESTABLISHMENT OF THE AGENDA:

There were no changes to the agenda.

MOTION: Commissioner Hall SECOND: Commissioner Mickens MOTIONED CARRIED

IV. **PUBLIC COMMENTS:** None

V. **COMMISSIONERS AND STAFF COMMENTS** None

VIII. **OLD BUSINESS** None

IX. **NEW BUSINESS**

A) Review and Approval of the UAW CBA

Kirby Doidge and Ryan Tess speak and answer any questions regarding the UAW CBA.

A highlight on increase and any major changes in the CBA. Annual increase for 2026 is 5% which is our current fiscal year, fiscal year 2027 3%, and fiscal year 2028 3%. The first year increases higher just because of health insurance and the loss of pension contribution. So, we gave a little more year one, which is slightly less the following years. We left the CBA in the authority's name and managed by Legends. The employees will be transferring under Legends. This was a long process like we have mentioned, with the negotiations team leaving out some of the items from the part-time/on call staff, which they wanted a little bit more in the negotiations. We did provide concessions for them and they will receive a few more benefits which will have a small financial impact. Most of the changes were language changes such as Vice Presidents to Directors and getting in line with Legends policies such as holiday pay moving from 2.5 times to 1.5 times and taking the holiday on another day. They changes their laundry allowance to more uniforms which benefit both sides.

Question from Chairperson Maureen; how does this compare to previous years?

Traditionally previous contracts were anywhere from 7% to 9% over the three years. With this contract being 11%.

Question from Chairperson Maureen; is that industry standard?

We believe there are some classifications that are high and some that are lower when compared to other markets.

Question from Commissioner Howard: Since the contract is under LEFPA, shouldn't the board have had someone there in negotiations?

Now that Legends is managing operations, we negotiate the contract on behalf of the board as the third-party management company. This is ultimately where the LEPFA board approves the contract as a governing board. This contract has been reviewed by Legends legal team and Cliff, LEPFA employment attorney, is familiar with the contract. This contract and employee expense all fall under the operating expenses of the third-party agreement.

The CBA spells out that UAW members receive similar benefits as the Legends non-represented employees.

Question from Chairperson Maureen: so the contract will stay in LEPFA name, will there be a Legends signer on it?

Yes, Paul, Kirby, Tony, Ryan, Brian all sign it along with the LEPFA board Chair.

This is dated back to 7/1/2025.

They do have the ability to get some benefits they didn't have now they are under Legends such as part time being eligible for a 401k.

All employees will now apply through the ASM global Career website.

Motion to approve the UAW CBA as presented

MOTION: Commissioner Hall SECOND: Commissioner Robison MOTIONED CARRIED

Closed Session, Pursuant to MCL 15.268(c) I of the Open Meeting Act, LEPFA Board will go into closed session for stating it's for collective bargaining strategy/negotiations.

The board did not go into closed session at the advice of City Attorney

X. ADJOURNMENT - Date, Time, Location of Next Meeting:

At 3:33 PM meeting was adjourned.

MOTION: Commissioner Hall SECOND: Commissioner Collins MOTIONED CARRIED

NEXT MEETING IS SCHEDULED FOR:

JANUARY 27, 2026 8:00 a.m.

Location: Governor's Room- Lansing Center

Respectfully submitted,

Kirby Doidge, Recording Secretary

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