

LETTER OF UNDERSTANDING

This Letter of Understanding is between the 9TH JUDICIAL CIRCUIT COURT and COUNTY OF KALAMAZOO (hereafter the "Employer"), and the KALAMAZOO COUNTY JUVENILE HOME EMPLOYEES affiliated with THE POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM) (hereafter the "Union"). The Employers and the Union are parties to a collective bargaining agreement with an effective date of January 1, 2018 through December 31, 2020 (hereafter the "Contract"); and

NOW, THEREFORE, IT IS HEREBY AGREED that the parties agree to amend the agreement as follows:

ARTICLE 12 – SENIORITY**Section 4:** Vacancies.

- (a) Employees within the bargaining unit shall be given the opportunity to bid on the shifts (or apply for vacancies) as outlined in the then-applicable work schedule. Openings will be posted for a period of five (5) calendar days. Employees interested shall apply by written application to the Juvenile Home Administrator within the five (5) calendar day posting period. The senior employee applying for a shift vacancy (or open position) who meets the job qualifications and has not had documented disciplinary issues within the previous two years, shall be transferred to the shift vacancy or open position. If the senior employee is not selected, the next senior employee will be evaluated under the same criteria. For the purposes of this article, documented discipline is defined as any written discipline above the level of a verbal warning, which is subject to challenge by the union through its grievance procedure. For the purposes of this Article, documented discipline is defined as any written discipline above the level of a verbal warning, which is subject to challenge by the Union through its grievance procedure.
- (b) In the event the senior employee is denied the shift vacancy (or job opening), reasons for denial shall be given in writing to such employee, with a copy to the Union. In the event the senior employee disagrees with the reasons for denial, it shall be a proper subject for the second step of the grievance procedure.
- (c) Open positions and/or shift vacancies, that the Employer decides in its discretion to fill, shall be posted in a timely manner.
- (d) Staffing ratio requirements provided by law, will be utilized by management in making determinations relative to vacancies on shifts.
- (e) The employee and the Union shall be notified within two (2) weeks after the Employer decides to promote internally.

ARTICLE 16 – WAGES AND RE-OPENER

Section 1: Effective January 1, 2020, the pay rates for each classification covered by this Agreement will increase by 2.0% as set forth in the attached salary schedule. Step increases will be provided pursuant to County policy.

IT IS FURTHER AGREED THAT after ratification of the Union membership, this Letter of Understanding shall be unique to this case and will become effective on the date it is fully executed by all of the parties below. The Employer does not waive any rights as to other future cases and it is expressly understood that this agreement will be without precedent or prejudice for any future circumstance.

KALAMAZOO COUNTY
JUVENILE HOME
POAM



Dave LaMontaine
Staff Representative

Date: 12-13-19

KALAMAZOO COUNTY
CIRCUIT COURT



Hon. Alexander Lipsey
Chief Judge

Date: 12/16/19

KALAMAZOO COUNTY



Julie M. Rogers
Chair, Board of
Commissioners

Date: 12.17.19



Timothy A. Snow
County Clerk/Register

Date: 12.17.19