

LETTER OF UNDERSTANDING

This Letter of Understanding is between the COUNTY OF KALAMAZOO (hereafter the "Employer"), and the MICHIGAN COUNCIL #25; AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, LOCAL NO. 1677.02, hereinafter referred to as 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 10 - SENIORITY

Section 6: (last paragraph)

When management is making transfers or promotions, it will consider the seniority, work record, experience, abilities, qualifications and preferences of unit members. However, it is agreed that movement of employees from one location to another location is the right of management. In the event the employee is turned down or the employee is later removed, the employee and union shall be notified in writing.

Section 7: From among those employees who bid on a posting, the County will determine which applicants have met the qualification criteria as identified in Section 6. For the purposes of this Article, work record includes, but is not limited to, documented disciplinary records in the past two years. Documented disciplinary records are defined as any written discipline above the level of a verbal warning.

ARTICLE 16 – WAGES, HOURS 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.

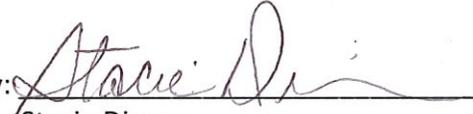
SALARY SCHEDULE

- Add "Park Manager" to the S17 pay-scale.
- Delete "Park Manager" from the S14a/S14b pay-scale.

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.

MICHIGAN COUNCIL #25, AMERICAN
FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, LOCAL NO.
1677.02 COUNTY OF KALAMAZOO

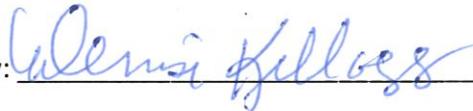
COUNTY OF KALAMAZOO

By: 
Stacie Dineen
AFSCME Council 25

By: 
Julie M. Rogers, Chair
Board of Commissioners

Date: 11-26-19

Date: 12-3-19

By: 

By: 
Timothy A. Snow
Clerk/Register

Date: 11-27-19

Date: 12-3-19

By: _____

Date: _____