

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. 1677.04, 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 7:** From among those employees who bid; therefore, the job will be awarded to the senior employee within the bargaining unit with the skills, education, qualifications, ability, physical fitness and work record to satisfactorily perform the work as determined by the Employer. For the purposes of this Article, work record includes, but is not limited to, documented disciplinary records in the past two years. For purposes of this Article, documented disciplinary records are defined as any written discipline above the level of a verbal warning.

If no one bidding in the bargaining unit has the then present skills, education, qualifications, ability and physical fitness to satisfactorily perform the work as determined by the Employer, it may be filled by hiring.

**ARTICLE 16 – WAGES, HOURS, RE-OPENER, OVERTIME**

**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.

MICHIGAN COUNCIL #25, AMERICAN  
FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES,  
LOCAL NO.1677.04 COUNTY OF KALAMAZOO

By: [Signature]

Date: 11-20-19

By: [Signature]  
Stacie Dineen

AFSCME Council 25

Date: 11.20.19

COUNTY OF KALAMAZOO

By: [Signature]  
Amanda Woodin, Interim Director  
Kalamazoo County Aeronautics Board

Date: 11/20/19

By: [Signature]  
Julie M. Rogers, Chair  
Board of Commissioners

Date: 12-3-19

By: [Signature]  
Timothy A. Snow  
County Clerk/Register

Date: 12-3-19