

LETTER OF UNDERSTANDING

This Letter of Understanding is made on the date and year written below, by and 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 as follows:

1. The Salary Schedule effective January 1, 2019, shall be changed as follows:
 - a. 2.5% wage increase to all steps of each classification, replacing the prior Salary Schedule in its entirety is attached hereto.
 - b. reclassification of the Custodial and Laundry Services positions to the S07 pay grade and the elimination of the S06 pay grade.

2. Effective January 1, 2019, the CBA shall be changed as follows:
 - a. Article 17, add Section 4 with the following: "Custodians working second shift (starting at 4:00 p.m. through 1:00 a.m.) will receive an additional \$0.10/hr."
 - b. Article 23, change Section 9 to read as follows: "On January 1st of each year, all regular bargaining unit employees will receive 44 hours of annual leave."

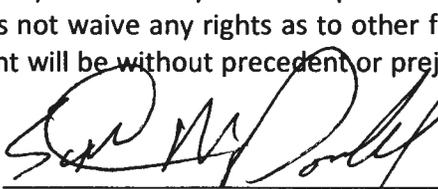
3. The remainder of the CBA shall remain unchanged.

IT IS FURTHER AGREED THAT after ratification of the Union membership, this Letter of Understanding will become effective on the date it is fully executed by all of the parties below and it shall be unique to this case. 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

By: 

Date: _____

By:  AP

Date: 11-12-18

ES 11-12-18

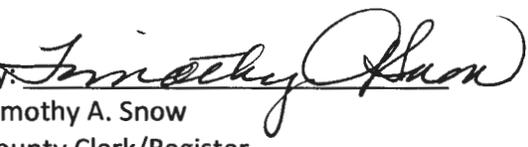
By: 
Stacie Dineen
AFSCME Council 25

Date: 11/12/18

COUNTY OF KALAMAZOO

By: 
Stephanie Moore, Chair
Board of Commissioners

Date: 12.4.18

By: 
Timothy A. Snow
County Clerk/Register

Date: 12.4.18