

**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 KALAMAZOO COUNTY AIRPORT EMPLOYEES CHAPTER OF AFSCME LOCAL NO. 1677.04 (hereafter the "Union"). The Employers and the Union are parties to a collective bargaining agreement with an effective date of January 1, 2018 (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.
  
2. Effective January 1, 2019, the CBA shall be changed as follows:
  - a. Article 24 change Section 10 to read as follows: "On January 1st of each year, all regular bargaining unit employees will receive 45 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.1677.04 COUNTY OF  
KALAMAZOO

By: \_\_\_\_\_

Date: \_\_\_\_\_

By: *Mrs. [Signature]*

Date: 11-12-18

By: *Stacie Dineen*

Stacie Dineen  
AFSCME Council 25

Date: 11/12/18

COUNTY OF KALAMAZOO

By: *[Signature]*  
Stephanie Moore, Chair  
Board of Commissioners

Date: 12.4.18

By: *David Reid*  
David E. Reid, Secretary  
Kalamazoo County Aeronautics Board

Date: 11-14-18

By: *Timothy A. Snow*  
Timothy A. Snow  
County Clerk/Register

Date: 12.4.18