

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. 1677.04, 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 as follows:

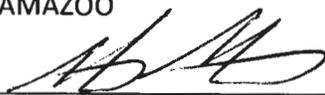
The parties agree to amend Article 28, Section 2 of the agreement, effective January 1, 2019 as follows:

ARTICLE 28 - UNIFORM ALLOWANCE

Section 2: Each employee who is required to wear safety shoes shall be entitled to a \$125.00 voucher each calendar year (or \$250.00 every two (2) years) for the purchase of such safety shoes. The voucher can only be utilized at Okun Bros. Employees may purchase safety shoes elsewhere, but will be required to submit receipts, proof of "safety shoe" purchase and wait for reimbursement. Employees may, if they choose, utilize the yearly \$125.00 (or \$250.00 every two (2) years) allowance for repair of safety shoes they own. They must submit written proof of repairs, and the County will not reimburse employees' expenditures above \$125.00 per year (or \$250.00 every two (2) years). To the extent an employee is required to wear prescription safety glasses, each employee shall, upon submitting proof of purchase, be reimbursed by the County up to \$100.00 per calendar year.

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: 11/5/18

By:  _____

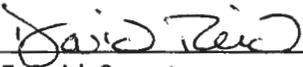
Date: 11-5-18

By:  _____

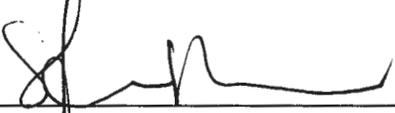
Stacie Dineen
AFSCME Council 25

Date: 11/5/18

COUNTY OF KALAMAZOO

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

Date: 11-14-18

By: 
Stephanie Moore, Chair
Board of Commissioners

Date: 12.4.18

By: 
Timothy A. Snow
County Clerk/Register

Date: 12.4.18