

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 parties agree to amend Article 24 – Section 2 of the Contract as follows:

Section 2: Every continuing full-time employee in the County classified service shall be entitled to annual leave with pay of four (4) hours for each completed biweekly pay period.

- 2. This Letter of Understanding shall modify the parties' Contract only to the extent expressly provided herein.

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

By: [Signature]

Date: 3-2-18

By: [Signature]

Date: 3/2/18

By: [Signature]

Stacie Dineen
 AFSCME Council 25

Date: 3/5/18

COUNTY OF KALAMAZOO

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

Date: 3.20.18

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

Date: 3/5/18

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

Date: 3.20.18