

LETTER OF UNDERSTANDING

This Letter of Understanding is made on the date and year written below, by and between the 9TH JUDICIAL CIRCUIT COURT and COUNTY OF KALAMAZOO (hereafter the "Employer"), and the KALAMAZOO COUNTY EMPLOYEES OF THE CIRCUIT COURT UNIT OF UAW LOCAL NO. 2290 (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 that the parties agree to amend the agreement as follows:

ARTICLE 11 – AUTHORIZED HOLIDAYS

An employee shall be entitled to holiday leave with pay on the following recognized holidays:

1.	New Year's Day	January 1
2.	Martin Luther King Day	Third Monday of January
3.	President's Day	Third Monday in February
4.	Memorial Day	Last Monday in May
5.	Independence Day	July 4
6.	Labor Day	First Monday in September
7.	General Election Day	First Tuesday after November 1st
8.	Veterans Day	November 11
9.	Thanksgiving Day	Fourth Thursday in November
10.	Day after Thanksgiving	Day after Thanksgiving
11.	Christmas Eve Day	December 24
12.	Christmas Day	December 25
13.	New Years' Eve Day	December 31st

*Employees are not entitled to holiday leave with pay on General Election Day until 2020.

If, during the term of this Agreement, the County grants its non-union Court employees a holiday which is not on the above list, that holiday will automatically be added to the above list for the duration of this Agreement.

NO FURTHER CHANGES TO THIS ARTICLE

ARTICLE 13 – ANNUAL LEAVE

Section D: On January 1st of each year, all regular bargaining unit employees will receive thirty-two (32) hours of annual leave.

Section E: New hires will receive additional annual leave hours in accordance with the following pro-rated schedule:

Hire Date occurs
before the 15th of:

January
February
March
April
May
June
July
August
September
October
November
December

Annual Leave Hours available:

32
30
28
26
24
22
20
18
16
14
12
10

IT IS FURTHER AGREED THAT:

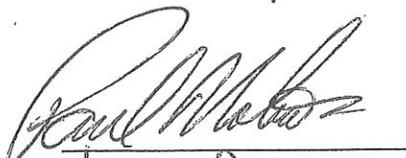
Union employees will receive an additional 16 hours of annual leave time (to be provided in November and prorated based on their FTE), to compensate for the reduction in the annual leave time allocated to Court employees on January 1, 2019.

WHEREFORE 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.

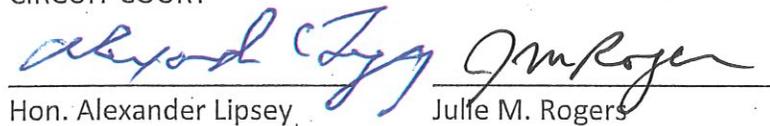
KALAMAZOO COUNTY
JUVENILE UNIT (UAW)


UAW Staff Representative

Date: 10/28/19




KALAMAZOO COUNTY
CIRCUIT COURT


Hon. Alexander Lipsey
Chief Judge

Date: 10/30/2019

KALAMAZOO COUNTY


Julie M. Rogers
Chair, Board of
Commissioners

Date: 11.6.19


Timothy A. Snow
County Clerk/Register

Date: 11.6.19