

LETTER OF UNDERSTANDING

This Letter of Understanding is between the 9<sup>TH</sup> JUDICIAL CIRCUIT COURT and COUNTY OF KALAMAZOO (hereafter the "Employer"), and the KALAMAZOO COUNTY JUVENILE HOME EMPLOYEES affiliated with THE POLICE OFFICERS ASSOICATION OF MICHIGAN (POAM) (hereafter 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** that the parties agree to amend the agreement as follows:

**ARTICLE 19 – HOLIDAY PROVISIONS**

Section 1: An employee shall be entitled to holiday leave with pay on the following recognized holidays:

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

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

Employees will be paid their current rates based on an eight (8) hour day or a ten (10) hour day for said holidays.

**ARTICLE 20 – ANNUAL LEAVE**

Section 8: On January 1st of each year, all regular bargaining unit employees will receive **45-40** hours of annual leave.

**IT IS FURTHER AGREED THAT** 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 HOME  
POAM

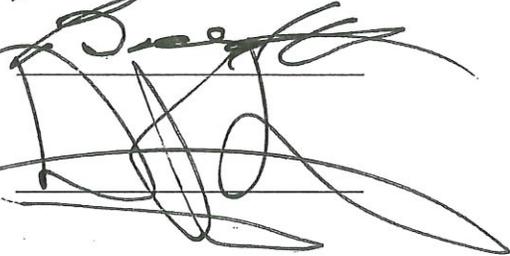
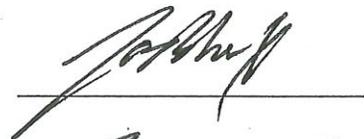
KALAMAZOO COUNTY  
CIRCUIT COURT

KALAMAZOO COUNTY



Dave LaMontaine  
Staff Representative

Date: 10-25-19



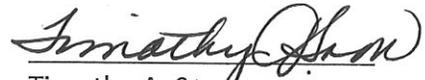
Hon. Alexander Lipsey  
Chief Judge

Date: 10/28/19



Julie M. Rogers  
Chair, Board of  
Commissioners

Date: 11.6.19



Timothy A. Snow  
County Clerk/Register

Date: 11.6.19