

**LETTER OF UNDERSTANDING**

This Letter of Understanding is 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. 1677.02, 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** that the parties agree to amend the agreement as follows:

**ARTICLE 22 - HOLIDAYS**

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.**

**For 2019 only, the Veterans Day holiday shall be a "floating holiday" for employees of the Parks Department and must be taken by December 31, 2019. Regular procedures for requesting time off apply to the use of this "floating holiday".**

**ARTICLE 23 – ANNUAL LEAVE**

Section 9: On January 1st of each year, all regular bargaining unit employees will receive **44 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.

MICHIGAN COUNCIL #25, AMERICAN  
FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES,  
LOCAL NO.1677.02 COUNTY OF  
KALAMAZOO

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

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

By: Wendy Kellogg

Date: 10-24-19

By: Stacie Dineen

Stacie Dineen  
AFSCME Council 25

Date: 10/24/19

COUNTY OF KALAMAZOO

By: Julie M. Rogers

Julie M. Rogers, Chair  
Board of Commissioners

Date: 11.6.19

By: Timothy A. Snow

Timothy A. Snow  
County Clerk/Register

Date: 11.6.19