

In the Matter of:

Kalamazoo County Sheriff's Deputies' Association

-and-

Kalamazoo County Sheriff's Office

Grievance #17-7-3

MEMORANDUM OF UNDERSTANDING

The KCSDA filed an initial grievance (#17-7-3) alleging impropriety in the failure to pay shift differential to only some employees who are assigned to the Airport, asserting violations of Article 29, Section 1(a) and prior Memorandum of Understanding incorporated through Article 44, Section 4(16) of the parties' collective bargaining agreement (CBA).

The grievance and the employer's responses thereto are incorporated herein by reference.

Upon considering the grievances, the responses thereto, and the procedures of the CBA, the parties reach the following agreements in the interest of harmonious labor relations:

1. In addition to the classifications listed in Article 29, the F12/NF12 classification shall be eligible for shift differential payments in accordance with the remaining terms and conditions of Article 29.
2. For each F12/NF12 employee who was eligible for shift differential under the terms of Article 29, but was not being paid, payment for each employee will be made retroactively beginning from the date he or she was placed into the F12/NF12 classification.
3. As a result of the grievance (#17-7-3), the parties recognize that certain F12/NF12 employees assigned to the Airport might have been eligible for compensation for losses upon successful decision and order from an arbitrator. Given the resolutions and understandings reached in this Memorandum of Understanding, and taking into account, *inter alia*, the risks associated with further pursuing the matter to arbitration, the KCSDA hereby waives any further claim for relief contemplated by grievance #17-7-3.

4. The parties recognize and agree that the payment of shift differential to F12/NF12 employees will be incorporated into the CBA during the next bargaining period.

KALAMAZOO COUNTY
SHERIFF'S OFFICE

KALAMAZOO COUNTY SHERIFF'S
DEPUTIES' ASSOCIATION

Richard Fuller 8/7/17
Date

[Signature] 8/7/17 8/3/17
Date

Timothy Snow 10.17.17
Tim Snow, Clerk/Register Date

Dale Shugars 10.17.17
BOC Chairman Dale Shugars Date