

LETTER OF UNDERSTANDING

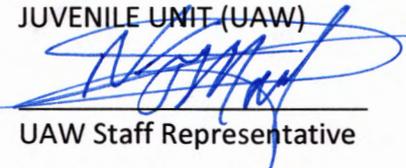
This Letter of Understanding is made on the date and year written below, by and between the 9TH JUDICIAL CIRCUIT COURT and COUNTY OF KALAMAZOO (hereafter the "Employer"), and the KALAMAZOO COUNTY EMPLOYEES OF THE CIRCUIT COURT UNIT OF UAW LOCAL NO. 2290 (hereafter the "Union"). The Employers and the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

1. The Salary Schedule effective January 1, 2019, shall be changed as follows:
 - a. 2.5% wage increase to all steps of each classification, replacing the prior Salary Schedule in its entirety is attached hereto.
2. Effective January 1, 2019, the CBA shall be changed as follows:
 - a. Article 13 change Section D to read as follows: "On January 1st of each year, all regular bargaining unit employees will receive 12 hours of annual leave."
3. The remainder of the CBA shall remain unchanged.

IT IS FURTHER AGREED THAT after ratification of the Union membership, this Letter of Understanding will become effective on the date it is fully executed by all of the parties below and it shall be unique to this case. 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.

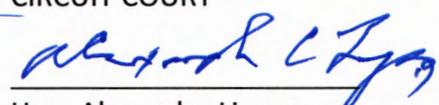
KALAMAZOO COUNTY
JUVENILE UNIT (UAW)



UAW Staff Representative

Date: 11/19/18

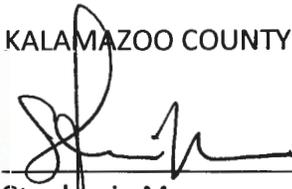
KALAMAZOO COUNTY
CIRCUIT COURT



Hon. Alexander Lipsey
Chief Judge

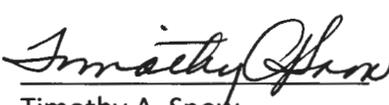
Date: 11/20/2018

KALAMAZOO COUNTY



Stephanie Moore
Chair, Board of
Commissioners

Date: 12.4.18



Timothy A. Snow
County Clerk/Register

Date: 12.4.18



Patricia Wood



Kevin Leonard