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12/31/99

**AGREEMENT**

**Between**

**TEAMSTERS LOCAL 580  
LANSING, MICHIGAN**

**and**

**THE CHARTER TOWNSHIP OF LANSING**

**January 1, 1997 through December 1999**

*Lansing, Charter Township*

INDEX

ARTICLE I - MANAGEMENT RIGHTS.....	1
ARTICLE II - RECOGNITION, AGENCY SHOP & DUES.....	1
ARTICLE III - WAGES.....	2
ARTICLE IV - ANNEXATION OR INCORPORATION.....	2
ARTICLE V - SENIORITY.....	3
ARTICLE VI - DISCHARGE OR SUSPENSION.....	4
ARTICLE VII - GRIEVANCE PROCEDURE.....	4
ARTICLE VIII - GENERAL.....	6
ARTICLE IX - STEWARDS.....	6
ARTICLE X - ABSENCE.....	7
ARTICLE XI - FUNERAL LEAVE.....	8
ARTICLE XII - SICK LEAVE.....	8
ARTICLE XIII - HOLIDAYS.....	9
ARTICLE XIV - INSURANCE AND PENSION.....	9
ARTICLE XV - WORK DAY AND WORK WEEK.....	10
ARTICLE XVI - JURY DUTY.....	11
ARTICLE XVII - LONGEVITY PAY.....	11
ARTICLE XVIII - VACATIONS.....	12
ARTICLE XIX - SPECIAL CONFERENCES.....	13
ARTICLE XX - SEPARABILITY AND SAVINGS CLAUSE.....	13
ARTICLE XXI - MISCELLANEOUS.....	13
ARTICLE XXII - DURATION AND TERMINATION OF AGREEMENT.....	14
ARTICLE XXIII - BONDS.....	15
ARTICLE XXIV - WORKERS COMPENSATION.....	15
SCHEDULE A	
SCHEDULE B	
LETTER OF UNDERSTANDING	

## A G R E E M E N T

THIS AGREEMENT made and entered into this 1st day of January, 1997 by and between the Charter Township of Lansing, located at 3209 West Michigan Avenue, Lansing, Michigan 48917, party of the first part, and hereinafter termed the Employer, and Local Union No. 580, affiliated with the International Brotherhood of Teamsters, located at 5800 Executive Drive, Lansing, Michigan 48911, party of the second part, hereinafter called the Union.

WITNESSETH:

### ARTICLE I

#### MANAGEMENT RIGHTS

The Charter Township of Lansing, Michigan, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and constitution of the State of Michigan and of the United States.

Further, all rights which ordinarily vest in and are exercised by Employers except such as are specifically relinquished herein are reserved to and remain vested in the Employer.

### ARTICLE II

#### RECOGNITION, AGENCY SHOP AND DUES

Section 1. The Employer recognizes and acknowledges that the Union is the exclusive representative in collective bargaining with the Employer of those classifications of employees covered by this Agreement and listed below:

##### UNIT A

Water Department Foreman, Building Inspector, Deputy Clerk, Deputy Treasurer.

##### UNIT B

Payroll Clerk, Police Secretary, Water Department, Secretary, Water Department Service Men and all other secretaries and clerks, excluding the Secretary of the Supervisor.

The terms of this Agreement shall apply to all employees in the classification of work set forth herein.

The unit shall not include part time and temporary employees.

Section 2. All bargaining unit employees shall as a condition of employment either become members of the Union or shall pay to the Union a representative fee reflecting the cost of bargaining and administering the Agreement, on or before the 31st day of employment with the Township.

Section 3. The Employer agrees to deduct from the pay of each Union member all dues and/or initiation fees of the Union and pay such amount deducted to the Union for each and every employee, working in the classifications hereinafter set forth provided however, that the Union presents to the Employer authorization, signed by such employee, allowing such deductions and payments to the Union.

Section 4. A new clerical employee shall work under the provisions of this Agreement but shall be employed on a ninety (90) day probationary period, West Side Water Servicemen shall serve a one hundred twenty (120) day probationary period during which period he/she may be discharged without further recourse; provided however, that the Employer may not discharge or discipline for the purpose of evading this Agreement or discriminating against Union members. After the probationary period, the employee shall be placed on the regular seniority list. In case of discipline within the probationary period, the Employer shall notify the Union in writing.

Section 5. The Union shall hold the Township harmless from any and all legal costs, judgements, awards or decisions adverse to the economic interest of the Township arising from enforcement of the provisions of this Article relating to deduction of dues, agency shop fees or termination resulting from failure to remit Union dues.

### ARTICLE III WAGES

Attached hereto and marked Schedule "A" is a schedule showing the classifications and wage rates of the employees covered by this Agreement. It is mutually agreed that said Schedule "A" and the contents thereof shall constitute a part of this Agreement.

### ARTICLE IV ANNEXATION OR INCORPORATION

Section 1. Parties recognize that the Township, being a political entity and being governed by the laws of the State of Michigan, is subject to annexation of portions or all of its territory by adjacent cities as may be now or hereafter existing and that annexation or consolidation with a larger unit of government may eliminate the need for employees presently within the bargaining unit. Where the remaining portion of the Township, for economic reasons, is unable to support the current staff, a

necessary reduction in personnel may be accomplished by the Township Board or a successor unit of government.

Section 2. The parties mutually recognize that the Township may reorganize as a home rule city and in the event the municipal boundaries of a successor city shall be the same or substantially the same as the currently existing Township boundaries a successor unit of government shall be bound by the terms of this Agreement.

Section 3. The parties mutually recognize that the electors of the Township pursuant to the provisions of 1947 PA 359 as amended, may terminate the existence of the Township as a Charter Township and revert to the status of a general law Township in which event a necessary reduction in personnel may be required for economic reasons.

#### ARTICLE V SENIORITY

Section 1. In the layoff, recall and/or promotion of employees within classification the following shall be considered and are listed in relative order of importance:

1. Seniority
2. Qualifications

Section 2. The Employer shall post a list of the employees arranged in order of their seniority. This list shall be posted in a conspicuous position at the place of employment.

Section 3. Seniority shall be broken only by discharge, voluntary quit or layoff for a period of more than two (2) years.

Section 4. In the event of a layoff, an employee so laid off shall be given one (1) week notice of recall to work, by certified mail, to his/her last known address. In the event the employee fails to make himself/herself available for work at the end of said one (1) week, he/she shall lose all seniority rights under this Agreement.

Section 5. Any employee employed in a classification covered by this Agreement, who is or has been promoted or transferred to a non-unit position shall be permitted to return to the bargaining unit. If the employee is returned to a bargaining unit classification, he shall commence work in a job generally similar to the one he held at the time of his promotion or transfer out of the unit.

Section 6. All bargaining unit job vacancies shall be posted, at the same time they are publicly advertised, for a period

of five working days. The job shall be awarded to bargaining unit employees where they possess the ability and qualifications equal to or above those of other applicants.

ARTICLE VI  
DISCHARGE OR SUSPENSION

**DISCIPLINE OF EMPLOYEES**

Section 1. In the case of a dismissal, discharge or suspension of an employee, the Union shall be advised of the reason for dismissal, discharge or suspension as soon as reasonably possible. Written notification of dismissal, suspension or other disciplinary action shall be sent to the employee and the Union. Causes which shall be deemed sufficient for suspension, dismissal or other disciplinary action include, but are not limited to, the following:

- A. Excessive absence from work.
- B. Commitment and conviction of any criminal act.  
(Circuit Court Misdemeanor or Felony)
- C. Disorderly or immoral conduct.
- D. Insubordination
- E. Consuming intoxicants on any Township property or reporting for work under the influence of intoxicants of any kind in any degree whatsoever.
- F. Neglect of duty.
- G. Negligence or willful damage to public property, waste, or misappropriation of public supplies or equipment.
- H. Deliberate falsification of records and reports.

Section 2. Employer further agrees that, in general, the principles of corrective discipline with respect to minor offenses, will be followed and that a written warning will be issued for the first, second and third offense, disciplinary layoff for the fourth offense, and discharge for the fifth offense within a period of twelve (12) months.

ARTICLE VII  
GRIEVANCE PROCEDURE

Section 1. It is mutually agreed that all unsettled complaints involving a violation, misinterpretation or misapplication of any provision of this Agreement shall be settled in accordance with the procedure herein provided.

Section 2. Should any grievance falling within the terms of Section 1 arise, it shall be settled through the following steps:

Step 1. The aggrieved person within seven (7) working days of the occurrence or knowledge of the incident involving the violation, misinterpretation or misapplication of this Agreement shall confer with the shop steward and the immediate supervisor of the aggrieved.

Step 2. If the conference between the aggrieved, the steward and the supervisor is unsatisfactory, the grievance shall be reduced to writing within seven (7) working days on the regular grievance form provided by the Union.

Step 3. The written grievance shall immediately be submitted to the office of the Township Supervisor and a conference between the steward or other Union official and the Township Supervisor shall be held within seven (7) working days of submission of the grievance to establish the facts surrounding the grievance and to obtain information from all parties involved.

The Township Supervisor shall submit his/her written decision within seven (7) working days of the close of the investigation.

Step 4. If the grievance remains unsettled after the conference referred to in Step 3, it shall be referred to the Township Board at their next regularly scheduled meeting.

The Township Board shall render its decision within ten (10) calendar days of their meeting.

Section 5. If the grievance is not satisfactorily adjusted in the last preceding step within the time provided (unless mutually extended), either party may within ten (10) calendar days request arbitration in writing.

The other party shall be obligated to proceed with arbitration in the manner hereinafter provided. The parties shall attempt to agree upon an impartial arbitrator. If they cannot so agree within ten (10) working days of the request for arbitration, the party requesting arbitration shall within thirty (30) calendar days, file the demand for arbitration with the American Arbitration Association or Federal Mediation and Conciliation Service in accordance with their then applicable rules. The expenses of the arbitrator, excepting the parties own expenses, shall be borne equally by the Union and the Township.

#### Section 6. General Principles

1. A grievance may be withdrawn at any level.
2. Hearings and conferences shall be held under this procedure, at a time and place which will afford a fair

and reasonable opportunity for all persons, including witnesses, entitled to be present to attend.

3. No decision or adjustment of a grievance shall be contrary to any provision of this Agreement unless such decision or adjustment is ratified by the mutual written consent of the Union and of the Township Board and is not contrary to any law of this State. Failure by the employee and/or the Union at any step of this procedure to appeal a decision within specified time limits shall be deemed an acceptance of the decision and waiver of any further right to appeal under the provisions of this contract.
4. The grievance procedure shall not be available to consider the discipline or discharge of a probationary employee.

ARTICLE VIII  
GENERAL

Section 1. The Employer agrees that it will allow the proper accredited representatives of the Union access to Township facilities, excluding offices of non-bargaining unit personnel, at any time for the purpose of policing the terms and conditions of this Agreement.

Section 2. The Union shall have the right to examine time sheets and any other records pertaining to the computation of compensation of any employee whose pay is in dispute or any other non-confidential records of the Employer pertaining to a specific grievance.

ARTICLE IX  
STEWARDS

The Employer recognizes the right of the Union to designate job stewards or alternates from the Employer's seniority list. The authority of the job stewards or alternates so designated by the Local Union shall be limited to, and shall not exceed the following duties and activities.

1. The investigation and presentation of grievances with the Employer or the designated Employer representative in accordance with the provisions of the collective bargaining agreement;
2. The transmission of such messages, and information, which shall originate with and are authorized by the Local Union or its officers, provided such messages and information;



- a) have been reduced to writing or
- b) if not reduced to writing, are of a routine nature and do not involve work stoppage, slow-downs, refusal to handle goods, or any other interference with the Employer's business.

Stewards and alternates shall be permitted reasonable time to investigate, present and process grievances on the company property without loss of time, or pay during their regular working hours. Such time spent in handling grievances during the stewards and alternates regular working hours shall be considered working hours in computing daily and/or weekly overtime if within the regular schedule of the steward.

ARTICLE X  
ABSENCE

Section 1. All leaves of absence for employees covered hereby shall be by written request and approved by the Department Head and the Township Supervisor.

Section 1(a). Leaves of absence of 30 days or more must be approved by the Township Board.

Section 2. Military leave shall be accorded to employees in accordance with the applicable law.

A copy of the applicable law shall be provided at the employees request.

Section 3. Employees shall be granted four (4) working days annually for personal business. They will be credited on January 1st of each year. New employees will receive personal days on a pro-rated basis, based on their date of hire. Under normal circumstances, personal days shall be granted with twenty-four hours notice, no explanation is necessary.

All absences must be charged to accrued compensatory time, accrued vacation time or sick leave, which ever is appropriate. When no accrued time is available, unpaid leave may be approved in accordance with the leave of absence section.

Absences due to inclement weather or transportation problems will require the use of either compensatory time or vacation time or treated as unpaid leave. If the office is officially closed, employees will be entitled to eight (8) hours straight time pay. In those times where an employee arrives for work and finds that there has been an announced closure and the employee stays for work, the employee will receive an additional one-half (1/2) times the regular hourly rate for those hours worked.

ARTICLE XI  
FUNERAL LEAVE

An employee shall be granted up to three (3) days off with pay from notification of death until the work day after the funeral when a member of his/her immediate family dies. Immediate family includes husband, wife, son, daughter, father, mother, brother, sister, grandparents, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents-in-law, step parents, step children, grandchildren or other by mutual agreement.

In the event that more time is needed the employee will be allowed to use personal leave, vacation days or compensatory time.

ARTICLE XII  
SICK LEAVE

Section 1. Employees may utilize sick leave for absence due to their own illness or for a maximum of twelve (12) days a year of accumulated sick leave for illness of a family member of their household. Sick leave may also be used for physician and dentist appointments.

Section 2. Employees may accrue sick leave on the basis of one sick leave day per month of service, but not less than three (3) sick leave days at the commencement of employment and not to exceed fifteen (15) sick leave days the first year of employment, and a maximum of twelve (12) days per year thereafter.

Section 3. Sick leave accruing to an employees credit which is not used during the year in which it is earned may accumulate from year to year with a maximum of one hundred eighty (180) work days. When an employee has accumulated the maximum allowable number of days in their bank they shall be paid, on an annual basis, for twenty five percent (25%) of the unused portion of the twelve accrued days in excess of the maximum accrual.

Section 4. When an employee is not able to report to work due to illness or injury he shall notify his immediate supervisor as soon as possible. A physicians certificate or other satisfactory evidence of illness and recovery may be required for extended illnesses and/or if an employee evidences a pattern of using sick leave days immediately preceding or following weekends, holidays or in any other recurring pattern.

Section 5. Upon an employee's termination, the Employer agrees to pay 50% of his/her accumulated sick time.

ARTICLE XIII  
HOLIDAYS

Section 1. Employees covered hereby are entitled to compensation for each authorized holiday listed below:

New Years Day	Thanksgiving Day	New Years Eve Day
Martin Luther King Day	Day after Thanksgiving	Good Friday
Memorial Day	Presidents Day	Veterans Day
Independence Day	Christmas Eve Day	
Labor Day	Christmas Day	

The Monday after a Holiday when such Monday is recognized as a National Monday Holiday.

When a recognized Holiday falls on a Saturday or Sunday it shall be celebrated on the Friday prior to the Saturday and the Monday following the Sunday Holiday.

Employees must work the day before and the day after a holiday in order to qualify for Holiday pay, unless on scheduled vacation or off with a proven illness.

Section 2. In the event an employee is required to work on a holiday(s) he/she shall be paid double time his regular hourly rate.

ARTICLE XIV  
INSURANCE AND PENSION

Section 1. Hospital, medical and surgical insurance coverage and benefits shall be provided for employees by the Township in accordance with Schedule "B" attached hereto.

Section 1(a). Employees who have duplicate insurance coverage through their spouse may opt to have one-half of the premium payments for their current coverage placed in a tax free annuity, or cash payment, in lieu of hospitalization coverage.

Section 2. The Township shall obtain for each employee, life insurance of Twenty-five thousand dollars (\$25,000) the premium of which is to be paid in full by the Township. The insurance shall provide for double indemnity for accidental death whether occurring on or off duty.

Section 3. Insurance shall be continued during sick leave, and other approved leaves. During disabilities insurance shall be continued for a period of ninety (90) days from the date of disability.

*Section 3  
Obsolete  
because of  
"Me Too"*

Section 4. The Township shall provide medical, dental and vision insurance in accordance with the attached Schedules.

Section 5. The Township will provide employee pension contribution of 15% of base wage to a maximum base wage of \$32,500 per employee, for a maximum contribution of \$4,875.00 per year per employee

Section 6. Effective January 1, 1997, the Township will pay fifty percent (50%) of the cost of providing the Medical and Dental insurances for employee and spouse who retiree from the Township with fifteen (15) years of service at age fifty (50) and seventy-five percent (75%) at age fifty (50) with twenty (20) years of service. A supplemental medicare policy will be provided at the age a retiree becomes eligible for medicare.

ARTICLE XV  
WORK DAY AND WORK WEEK

Section 1. All employees shall be paid on the basis of and shall work a five day forty hour week, Monday through Friday from 8:00 AM to 5:00 PM, with one hour lunch break, except outside West Side Water Personnel whose hours shall be 8:00 AM to 4:30 PM with a one-half hour lunch break.

Section 2. Time and one-half shall be paid for all overtime in excess of eight hours per day or forty hours per week. Overtime shall be computed daily and tallied at the end of the work week. Employees may elect to take compensatory time off in lieu of pay subject to the prior authorization by the Department Head. Compensatory time off shall accumulate to no more than 24 hours within a twelve month period and shall be allowed at time and one-half (1 1/2).

Section 3. Flexible starting time, lunch times and/or quitting times may be arranged between the employee and the Supervisor or Department Head at the direction of the Supervisor or Department Head as long as the employee works forty (40) hours per week.

Section 4. Employees assigned to week-end on call shall receive a minimum of four (4) hours pay at their regular hourly rate on Saturday and a minimum of four (4) hours pay at their regular hourly rate on Sunday. Employees assigned to week-end call shall receive one (1) hour pay at their regular hourly rate on Friday night.

In the event they are called in to work they will be guaranteed two (2) hours minimum or the actual time involved at one and one-half times their regular hourly rate of pay, Monday through Saturday and/or Sunday.

West Side Water Department Employees who are called in to work on Sunday shall receive double time for all hours worked. If an employee is unable to complete their regular scheduled workday following an overtime assignment he/she will be required to use personal leave time first.

Section 5. Employees assigned to holiday on call shall receive four (4) hours of double time pay. If they are called in to work they shall receive two (2) hours minimum or actual time involved at double their regular hourly rate of pay.

The employee who is on call (1 or 2 persons if needed) shall work 8 a.m. to 5 p.m. with a one hour lunch. (If the first person is sick then the other will fill in the other 1/2 hour which is to be paid at regular time).

#### ARTICLE XVI JURY DUTY

Section 1. During the period when an employee is performing jury duty service or is required to serve as a witness in conjunction with Lansing Township duties as a result of being served with a subpoena, the Township will pay him/her the difference if any, between his/her fees for jury service or witness service and the pay he/she would have received had he/she worked his/her scheduled shifts during his/her period of jury duty or witness service, provided, the employee gives the Township Supervisor or their designee, prompt notice of his/her call for jury duty service and thereafter provides evidence of his/her performance of jury duty or witness service and the payment of any fees.

Section 2. An employee called for jury duty who is not selected or who serves less than a full day shall report to work for the balance of the day.

#### ARTICLE XVII LONGEVITY PAY

Section 1. Employees shall be entitled to longevity pay based upon years of service at the following rate:

2% after 5 years of service  
4% after 10 years of service  
6% after 15 years of service  
8% after 20 years of service  
10% after 25 years of service

- a. Employees shall become eligible to earn their first longevity step upon completion of five (5) years of service.

OK  
To Pay  
1st Sub  
Paw Paw

- b. Employees who become eligible to receive longevity pay shall receive such longevity increment on the first pay period following the next anniversary date on which the employee became eligible and on the first pay period next following the anniversary date of each year thereafter.
- c. Longevity shall be paid on the base wage rate of \$30,000.
- d. Employees must choose the option of having longevity added to and payable with normal hourly rate with bi-weekly checks or in a lump sum, payable on December 1. Employees shall make their choice which shall last for the length of the Agreement.

ARTICLE XVIII  
VACATIONS

Section 1. The vacation schedule shall be as follows:

5 days after	1 year
10 days after	2 years
11 days after	3 years
12 days after	4 years
13 days after	5 years
14 days after	6 years
15 days after	7 years
16 days after	8 years
17 days after	9 years
18 days after	10 years
19 days after	11 years
20 days after	12 years

Section 2. Vacations may start on any weekday subject to prior scheduling in accordance with rules and regulations established by the Township Board.

Section 3. Vacations may be taken one week or more at a time subject to prior approval of the Department Head.

Section 4. Vacation pay shall be computed at the regular rate of pay based upon forty (40) hour week.

Section 5. Unused vacation time shall be paid at termination.

Section 6. Vacation shall not carry over without prior approval of the Department Head and in no event shall vacation be allowed to carry over more than one year.

ARTICLE XIX  
SPECIAL CONFERENCES

Special conferences for important matters will be arranged between the Local Union and the Township Supervisor, upon request of either party. Such meeting shall be between one (1) or more representatives of the Township and one (1) or more representatives of the Union. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meetings shall be presented at the time the conference is requested. Matters taken up in special conferences shall be confined to those on the agenda, unless both parties agree to include other items.

ARTICLE XX  
SEPARABILITY AND SAVINGS CLAUSE

If any provision of this Agreement shall be held invalid under existing or future legislation, state or federal and in the event that any provision of this Agreement shall at any time be held to be contrary to law by a court of competent jurisdiction, and no appeal has been taken within the time provided therefore, such provision shall be void and inoperative. All other provisions of this Agreement shall insofar as possible, continue in full force and effect. In the event any provision of this Agreement shall be determined to be illegal as provided in this section, negotiations with respect to the provision may commence within thirty (30) days from the determination.

ARTICLE XXI  
MISCELLANEOUS

Section 1.            **BULLETIN BOARDS**

The Employer will provide a bulletin board which may be used for Union notices. The Union shall have the right to post notices of Union Meetings, Union Elections and results and social functions in connection with the Union, relative to the employees covered by this Agreement.

Section 2.            **REST BREAKS**

Each employee shall be allowed a fifteen (15) minute rest period before lunch and a fifteen (15) minute rest period after lunch. Any employee required to work more than two (2) hours overtime shall be entitled to a third, fifteen (15) minute rest break. The break schedule shall be established and may be revised by the Employer.

Section 3. UNIFORMS

West Side Water Employees shall be furnished a clean uniform in accordance with existing practices.

Section 3(a). BUILDING INSPECTOR

The Township shall provide both winter and summer jackets with proper identifying markings.

Section 4. The Union recognizes that strikes or work stoppage are contrary to law and public policy. The Township Board and the Union subscribe to the principle that differences shall be resolved by appropriate peaceful means in keeping with the concept of public service, without interruption of service at normally prevailing levels. Accordingly, the Union agrees that during the term of this Agreement, or if this Agreement shall expire and there shall be a controlling Agreement, it shall not direct, instigate, participate in, encourage or support any strike against the Township Board by any employee or group of employees.

Section 5. The Township agrees that there will be no lockouts.

Section 6. EDUCATION COSTS

The immediate supervisor or Township Supervisor can approve or dictate a course of study that is job related. To qualify for education cost, the employee must have a 3.0 on a 4.0 grad scale and in a pass/no pass situation shall receive a passing grade, or any education costs incurred must be paid by the employee.

ARTICLE XXII  
DURATION AND TERMINATION OF AGREEMENT

Section 1. This Agreement shall be in full force and effect from January 1, 1997 to and including December 31, 1999 and shall continue in full force and effect until terminated by either party upon seven (7) days written notice.

Section 2. The Union shall notify the office of the Township Supervisor of its desire to negotiate a successor agreement at least sixty (60) days before the termination of this Agreement, by personal service or first class mailed notice.

Section 3. If notice of intent to negotiate a successor Agreement is received, negotiations shall start within thirty days of the date of the notice.

Section 4. In the event another bargaining unit, under the Employer, receives a greater economic increase than that received by employees under this Agreement the Employer agrees to implement those increases in this bargaining unit as well.



ARTICLE XXIII  
BONDS

Should the Employer require any employee to give bond, any premium involved shall be paid by the Employer.

ARTICLE XXIV  
WORKERS COMPENSATION

Section 1. An employee who becomes ill or is injured due to the performance of their duties for the Charter Township shall be entitled to a supplement of the difference between weekly take-home and worker's compensation, if he/she is disabled and unable to perform his/her work assignment and is placed upon worker's compensation.

Section 2. All job related injuries shall be compensated over and above the Worker's Compensation pay, up to the base salary of the employee for one (1) year.

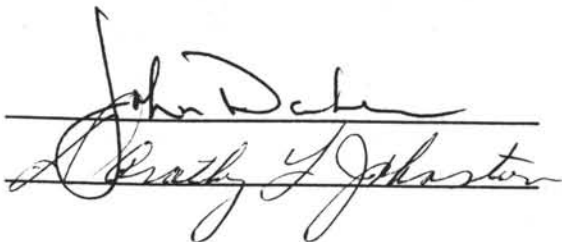
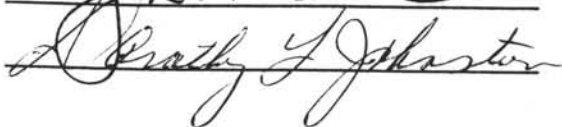
Section 3. In the event of on the job injury, the Employer shall pay the difference between Worker's Compensation and employee's base salary for a period not to exceed one hundred eighty (180) days.

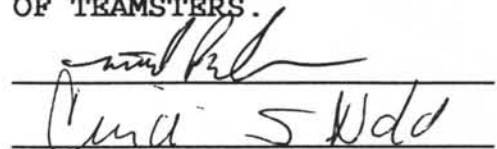
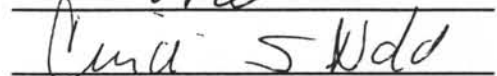
Effective with the signing of the Letter of Understanding, the Employer shall provide a Long Term Disability Plan that provides sixty-six and two thirds (66-2/3 %) of the first \$7,500.00 of monthly earnings with a maximum monthly benefit of \$5,000.00. There is a one hundred eight (180) day waiting period with a maximum benefit period to age sixty-five.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year above first written.

CHARTER TOWNSHIP OF LANSING

LOCAL UNION NO. 580  
AFFILIATED WITH THE  
INTERNATIONAL BROTHERHOOD  
OF TEAMSTERS.

  
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\_\_\_\_\_

  
\_\_\_\_\_  
  
\_\_\_\_\_

SCHEDULE A

The wage schedule below reflects a 4% wage increase for the years effective January 1, 1997, January 1, 1998 and January 1, 1999.

WAGE SCHEDULE  
UNIT A

Water Department Foreman, Building Inspector, Deputy Clerk and Deputy Treasurer

	<u>1997</u>	<u>1998</u>	<u>1999</u>
Start	\$10.93 <i>22 734</i>	\$11.37	\$11.82
6 mo.	\$11.45	\$11.91	\$12.39
1 Year	\$12.06	\$12.54	\$13.04
2 Years	\$12.68	\$13.19	\$13.72
3 Years	\$13.29	\$13.82	\$14.37
4 Years	\$14.63 <i>30.430</i>	\$15.22	\$15.83

UNIT B

Payroll Clerk, Police Secretary, Water Department Secretary, Water Department Service Men and all other Secretaries and Clerks, excluding the Secretary to the Supervisor

	<u>1997</u>	<u>1998</u>	<u>1999</u>
Start	\$ 9.42 <i>1959360</i>	\$ 9.80	\$10.19
6 mo.	\$10.21	\$10.62	\$11.04
1 Year	\$10.72	\$11.15	\$11.60
2 Years	\$11.27	\$11.72	\$12.19
3 Years	\$11.80	\$12.27	\$12.76
4 Years	\$13.02 <i>27.082</i>	\$13.54	\$14.08

The Township may consider previous Education in determining hire-in rates for new hires. The Employer may grant new hire-ins credit for previous experience in placing an employee on the salary schedule.

SCHEDULE "B"  
DESCRIPTION OF INSURANCE PLANS BEGINNING 1/28/94

(A) Physicians Health Plan Plus #1001-311-11010

Employer will pay 75% of the cost of syringes and test strips for diabetics.

Vision: Employer will pay 50% of the cost of lenses up to a maximum of \$100.00 every two years and will pay up to \$35.00 of the cost for contact lenses or frames every two years.

(B) United Health & Life Dental Insurance

Employer will pay 25% of Reasonable and Customary fees for crowns and inlays to make up for the difference in United Health & Life Insurance Dental Insurance Coverage (50%) and present coverage (75%).

All bills to be submitted to Clerk's office for payment.

CHARTER TOWNSHIP OF LANSING

LOCAL UNION NO. 580  
AFFILIATED WITH THE  
INTERNATIONAL BROTHERHOOD  
OF TEAMSTERS.

*John Daker*  
*Shirley L. Johnson*  
Date Signed *Feb 26 1997*

*[Signature]*  
*Circi S. Wadd*  
Date Signed *2-26-97*

LETTER OF UNDERSTANDING

BETWEEN

THE CHARTER TOWNSHIP OF LANSING

AND THE

TEAMSTERS LOCAL 580

The parties agree to the following:

1. Article XXII, Section 4 of the Agreement shall be modified to define "economic benefits" as the following:

Wages	Article III
Sick Leave Accrual	Article XII, Section 3
Health Insurance	Article XIV, Section 4, Schedule B
Pensions	Article XIV, Section 5
Retiree Health Benefits	Article XIV, Section 6
Long Term Disability	Article XXIV, Section 3

2. A bargaining unit member will be included on the Pension Committee.

3. Copies of the modified Articles are attached.

4. The Township will make a one time payment in 1995 to employees who are listed on the January 1, 1995 payroll in the amount of five hundred dollars (\$500.00) to each Teamsters member to be paid within thirty (30) days of the signing of this Letter of Understanding.

CHARTER TOWNSHIP OF LANSING

LOCAL UNION NO. 580  
AFFILIATED WITH THE  
INTERNATIONAL BROTHERHOOD  
OF TEAMSTERS.

John Daler  
Kimberly L. Johnston

John P. Baker  
Anna S. Wadd