

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
39TH DISTRICT COURT
AND
ROSEVILLE COURT CLERKS ASSOCIATION
OF THE
MICHIGAN ASSOCIATION OF PUBLIC EMPLOYEES

Roseville, City of (39th District Court)

JULY 1, 1998 - JUNE 30, 2003

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ARTICLE I AGREEMENT

This Agreement is entered into on this 1st day of July, 1998, by and between the 39th District Court (for Roseville) (hereinafter referred to as the "Employer") and the Roseville Court Clerks Association of the Michigan Association of Public Employees (hereinafter referred to as the "Union").

ARTICLE II PURPOSE AND INTENT

The general purpose of the Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Union.

The parties recognize that the interest of the community and the job security of the employees depend upon the Employer's success in establishing a proper service to the community.

To these ends, the Employer and the Union encourage to the fullest degree, friendly and cooperative relations between the respective representative at all levels and among all employees.

ARTICLE III RECOGNITION

Pursuant to and in accordance with all applicable provisions of Act 336 of the Public Acts of 1947, as amended, the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement, of all permanent employees of the Employer included in the bargaining unit, referred to as:

Intermediate Court Clerks and Senior Court Clerks.

In all sections of this Agreement the word he, him, her or she shall have the same meaning.

ARTICLE IV AID TO OTHER UNIONS

The Employer will not aid, promote or finance any labor group or organization which purports to engage in collection bargaining or make any agreement with any such group or organization for the purpose of undermining the Union.

ARTICLE V REQUIREMENTS OF UNION MEMBERSHIP

Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be required as condition of continued employment to continue to be members of good standing in the Union for the duration of this Agreement.

Employees covered by this Agreement who are not members of the Union at the time it becomes effective and employees hired, rehired, transferred or reinstated into the bargaining unit after the effective date of this Agreement and covered by this Agreement shall be required as a condition of continued employment to become members of good standing of the Union for the duration of this Agreement upon completion of their probationary period, subject however, to the following paragraph:

Any present or future employee covered by this Agreement who does not comply with the above provisions shall, as a condition of employment, pay to the Union a service charge as a contribution toward the administration of the agreement in an amount equal to the regular monthly Union membership dues of aforesaid Union. Upon completion of their probationary period, employees who fail to join the Union or pay the service charge shall be discharged by the Employer within thirty days after receipt of written notice to the Employer from the Union.

An employee who shall tender an initiation fee (if not already a member) and the periodic dues uniformly required as a condition of acquiring or retaining membership, and if they are members of good standing shall be deemed to meet the conditions of this section.

Employees shall be deemed to be members of the Union within the meaning of this section if they are members and not more than sixty days in arrears in payment of membership.

The Employer shall not be liable to the Union by reason of the requirements of this Agreement for the remittance of payment of any sum other than that constituting actual deductions made from wages earned by employees.

The Union will protect and hold harmless the Employer from any and all claims, demands, suits and other forms of liability by reason of action taken or not taken by the Employer for the purpose of complying with Article V of this Agreement.

ARTICLE VI DEDUCTION OF UNION DUES

The Employer hereby agrees to deduct due and/or initiation fees of the individual employee to the Union to the extent, and as authorized by, the laws of the State of Michigan and by such employee upon the following terms and conditions:

Employee who desires to have such dues, assessments and/or initiation fees deducted from his earnings shall submit an authorization for payroll deduction.

The Employer shall make such deduction or deductions in the month following receipt of same and continue same in accordance with the terms and conditions set forth in this Agreement.

The Employer shall transmit such deductions, together with a list of the employees paying same, to the Treasurer of the Union, as designated in writing by the Union, and shall do so as soon as possible after the fifteenth day of the month.

The Employer shall notify the Union of the termination of any employee.

Each employee who, on the effective date of this Agreement, is a member of the Union and has authorized dues deductions shall do so with the understanding that the deductions shall continue for the length of this Agreement.

Each employee hired on or after the execution of this Agreement shall be bound by the same or like service charge deduction requirements.

ARTICLE VII REPRESENTATION

It is mutually recognized that the elected President of the Union will represent all employees covered by this Agreement for purposes of the Grievance Procedures hereinafter defined. In the absence of the Union President, an alternate may be appointed.

The Union President, during hours, without loss of time or pay, may investigate reported grievances and the Union President may present said grievances to the Employer as herein defined.

ARTICLE VIII GRIEVANCE PROCEDURE

Should differences arise between the Employer and the Union during the term of this Agreement as to the interpretation and application of the provisions of this Agreement, an earnest effort shall be made to resolve such differences promptly, and the following procedures shall be adhered to:

Step 1 - Written - Court Administrator. An employee who believes he or she has a grievance because any provision of this Agreement has not been properly applied or interpreted towards them, may discuss their complaint with the Court Administrator with or without their Union President. Then both parties shall discuss the complaint in a friendly manner and will make every effort to reach a satisfactory settlement at this point. The employee shall have the right to discuss the complaint with the Union President before any discussion with the Court Administrator. The Court Administrator shall make arrangements for the employee to be off the job to discuss the complaint with the Union President. In cases where the Union President

is involved, the Union President shall be allowed time off the job without loss of time or pay to investigate and process grievances that may arise under this Agreement. This privilege shall not be abused. An aggrieved employee desiring the services of their Union President shall request permission from the Court Administrator, and permission shall be granted.

If the matter is not satisfactorily settled, a grievance may be submitted in written form by the Union President to the Court Administrator. The written grievance shall set forth the nature of the grievance, the date of the matter complained of, identify the employee or employees involved by name, so far as diligent effort will allow, and the provisions of the Agreement, if any, that the Union claims the Employer has violated.

The Court Administrator shall answer the grievance completely and fully. The written answer shall be presented to the Union President within three working days, with a copy to the Chief Judge.

Step 2 - Chief Judge. If the Court Administrator's answer is not acceptable to the Union, it may appeal the decision to the Chief Judge within three (3) working days from the Union's receipt of the Court Administrator's answer. A meeting with the Chief Judge will take place within ten (10) working days of the written appeal being received by the Chief Judge. The Union representatives may meet at a place designated by management on the Employer's property immediately preceding a meeting with the representatives of the Employer. The Chief Judge shall give his/her written answer within seven (7) working days from the date of the Step (2) meeting.

Step 3 - Arbitration. If the dispute still remains unresolved after completion of the foregoing procedure and on the basis of the Judge's answer, the Union may submit the grievance within thirty (30) days to the final and binding arbitration under the rules of the Federal Mediation and Conciliation Service (FMCS) which shall act as administrator of the proceedings. The arbitrator shall have no power or authority to add to, detract from, alter, or modify the terms of this Agreement. The decision of the arbitrator shall be final and binding upon the employer and the union, neither party waives its legal rights to appeal under the law. Each party will bear the full costs for its side of the arbitration and will pay one-half (1/2) of the costs for the arbitrator.

ARTICLE IX GRIEVANCE PROCEDURE - LIMITATIONS

Any grievance settlement shall be made in accordance with the terms and spirit of this Agreement.

Any grievance under this Agreement which is not filed in writing within ten working days after the grievance arises, or knowledge of the grievance, shall not be considered a grievance.

The time elements in the first two steps can be shortened or extended by mutual agreement, in writing at the time the agreement is reached.

Any grievance not appealed in writing within the time limits established in the grievance procedure shall be considered settled on the basis of the last answer.

The Union may withdraw any grievance at any step up to and including the second step. However, the grievance once withdrawn may not be reinstated.

Any grievance not answered by the Employer within the time limits established in the grievance procedure shall automatically advance to the next step.

The Employer shall not be required to pay back wages more than two working days prior to the date a written grievance is filed.

Any claim for back wages shall be limited to the amount of wages that the employee otherwise would have earned less any compensation received for temporary employment obtained subsequent to their removal from the Employer's payroll.

In the case of a pay shortage in which the employee would not have been aware before receiving their pay, any adjustment made shall be retroactive to the beginning of the pay period covered by such pay, if the grievance is filed within the ten working days within receipt of such paycheck.

ARTICLE X DISCHARGE OR SUSPENSION

The Employer agrees, upon the discharge or suspension of any employee, to promptly notify, in writing, the Union President of the discharge or suspension.

The discharged or suspended employee will be allowed to discuss their discharge or suspension with the Union President, and the Employer will make available an area where they may do so before they are required to leave the property of the Employer. Upon request, the Employer shall discuss the discharge or suspension with the employee and the Union President.

Should the discharged or suspended employee or Union President consider the discharge or suspension to be improper, a complaint shall be present, in writing, through the Union President to the Chief Judge within three regularly scheduled working days of the discharge or suspension. The Chief Judge will review the discharge or suspension and give him or her written answer within three regularly scheduled working days after receiving the complaint. If the decision is not satisfactory to the Union, the matter shall be referred to the grievance procedure beginning in Step 2.

In imposing any discipline on a current charge, a management will not take into account any prior infractions in the course of the employee's employment with the Employer which occurred more than twelve months previously.

ARTICLE XI SPECIAL CONFERENCE

Special Conferences may be arranged between the Union President and the Chief Judge upon the request of either party. Such meetings shall be between two representatives of the Employer and two 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 meeting shall be presented at the time the conference is requested. Matters taken up in Special Conference shall be confined to those included in the agenda.

Such Special Conference shall be held within seven calendar days after the request is made.

Conferences shall be held between the hours of 9:00 a.m. and 4:30 p.m. The members of the Union shall not lose time nor pay for time spent in such Special Conferences.

The Union representatives may meet at a place designated by the Employer on the Employer's property for not more than one hour immediately preceding a meeting with the representatives of the Employer for which a written request has been made.

Problems of health and safety shall be proper subject matter for discussion at Special Conferences.

ARTICLE XII SENIORITY

New employees hired into the bargaining unit shall be considered probationary employees for the first one hundred eighty (180) days of their employment. Upon completion of their probationary period the employees shall attain seniority status and their names shall be entered on the seniority list with their seniority dating from the date of hire.

The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment, except discharged, dismissed or laid-off probationary employees for other than Union activity.

Substitutes may be hired to replace employees on sick leave or leave of absence. There shall be no seniority while working on a substitute basis. A substitute does not include CETA, Co-op and Youth Corp.

Should a full-time substitute become a full-time permanent employee without a break in service, the period served on a substitute basis shall be considered as probationary and their seniority and all benefits under this Agreement shall be from date of original hire.

An employee shall lose their seniority under the following circumstances:

- A. If they resign.
- B. If they are discharged and such discharge is not reversed through the grievance procedure.
- C. If they are absent for five consecutive working days or fail to return to work within five consecutive working days of the expiration of any type of leave of absence without notifying the Employer. Serious extenuating circumstances will be considered for lack of notification within the five days.
- D. If they fail to return to work within five working days after being recalled from a layoff as set forth in the recall procedures.
- E. If they are laid off for a continuous period equal to their length of seniority or of one year whichever is greater as set forth in the recall procedure.
- F. If they retire.

The Employer will furnish the Union President an up-to-date seniority list upon request. Such list shall include the names of all bargaining unit employees, their job classifications and seniority dates.

ARTICLE XIII LAYOFF AND RECALL

13.1 Layoff. Reductions in the work force shall be affected through the following procedure:

- A. The Union shall be notified in advance of any anticipated layoff to allow time to work closely with the management and a Special Conference may be called.
- B. No full-time employee or probationary employee will be laid off as long as any other employee is being retained. This includes CETA, Co-op, Youth Corp or any outside funded employees.

In the event of a layoff, the Employer will seek approval from the Supreme Court to withhold the necessary operational funds, but if such decision is not forthcoming, the Employer will abide by the layoff provisions as set forth in the Agreement. (CETA employees shall be retained only to the extent their retention does not violate the federal rules and regulations of the CETA program).

If it is necessary to further reduce the work force the following procedure will be followed:

- A. Whenever possible employees being laid off shall be given at least fourteen calendar days notice of layoff. In cases of emergency, no less than seven calendar days notice of layoff shall be given. The Employer shall furnish a copy of such notice to the Union immediately.
- B. Temporary employees shall be laid off first.
- C. Probationary employees shall be laid off in order of their hire. Such employees may displace other probationary employees in the same classification with a later date of hire. Once laid off, they shall have no re-employment rights except that they may be placed in the order of the date of hire on a preferred eligibility list.
- D. Seniority employees serving trial periods in the classification being reduced shall be laid off in order of their date of entry into the classification and shall be reduced to their permanent classifications, seniority permitting.
- E. Seniority employees who have completed the trial period for the classification being reduced shall be laid off in the order of their seniority and may elect to displace lower seniority employees in the same classification in another section of the court, provided however, that a higher seniority employee shall not displace a lower seniority employee from a position unless he is able to perform the work of that position.
- F. Seniority employees who have completed the trial period for the classification which is being reduced and which is part of a promotional series as hereinafter provided may, if laid off, elect to displace lower seniority employees in a lower class of that series in the court provided, however, that a higher seniority employee shall not displace a lower seniority employee from a position unless he is able to perform the work of that position.
- G. An employee who cannot be placed in another position in his classification or in his classification series in accordance with the above procedure may elect to displace a lower seniority employee in an equal or lower paying classification in his own department, or if none, in another department. Provided, however, that a higher seniority employee shall not displace a lower seniority employee from a position unless he is able to perform the work of that position. It shall be presumed that an employee who passed his probationary period in another classification is able to perform the work of that classification. An employee may displace a lower seniority employee in a higher paying classification only if he has completed his trial period in such higher paying classification or has previously performed in the higher classification and is able to perform the work of the higher classification without a trial period.
- H. Employees who are laid off from their permanent classification in accordance with the above procedure shall have their names listed on a re-employment list for that classification in the order of their seniority.

13.2 Recall. Recall rights for an employee shall expire if the employee is laid off for a continuous period equal to his/her length of seniority, or for one year, whichever is greater.

When an increase in force occurs and there are employees on layoff, the following rules shall apply:

- A. A notice of all job openings will be sent to all laid off employee and the Union.
- B. Insofar as possible, employees will be returned to the department where they were working prior to layoff.
- C. Employees whose names appear on the re-employment list for the classification being increased shall be reappointed to that classification according to seniority.
- D. Laid off employees who are not recalled after the completion of the above procedure may elect to accept employment in a vacant position in a lower classification of the series to which their classification belongs.
- E. Recall will be by written certified notice, return receipt requested, to the employee's last known address on file with the Employer and shall require that the employee report for work within five days after the date of delivery or proof of non-delivery. Failure to respond within the above-mentioned time will be considered as voluntary resignation. It shall be the employee's responsibility to notify the Employer of any change of address.
- F. No laid off employee shall be required to take a temporary position if he has obtained interim employment elsewhere. Should the temporary position become permanent, the employee shall be notified again and be given first preference to that position.
- G. Should an employee have accepted interim employment elsewhere during his layoff and should said employee respond as required in paragraph "F" above, he shall be allowed to give his interim employer a two week notice of resignation before returning to the Employer's employment. Notice shall be given to the interim employer on the next regular business day.
- H. In instances where employees do not report for work within the required time limit, the next employee in seniority may be recalled. If such next employee has resigned from other employment to accept a position in lieu of an employee who failed to report for work within the required time limit, he shall not thereafter be displaced by such higher seniority employee.
- I. Independent of any recall rights as defined by this section, laid off employees shall have promotive rights as defined in the terms of this Agreement.
- J. Any dispute between the Union and the Employer shall be subject to immediate negotiation under the provisions of Special Conferences, and are a proper subject for the grievance procedure as set forth in this Agreement.

ARTICLE XIV WORKING HOURS

The standard work day and work week for employees shall be seven and one half (7.5) hours per day, five days per week for a total of thirty seven and one-half (37.5) hours per week.

ARTICLE XV OVERTIME

All work performed in excess of the standard work day, as defined in Article XIV above, in a twenty-four hour period shall be compensated at one and one-half (1.5) times the normal rate.

All work performed on a Saturday shall be compensated at one and one-half (1.5) times the normal rate and all work performed on a Sunday shall be compensated at two (2) times the normal rate.

If an employee reports for work as scheduled and is sent home, they shall be guaranteed a minimum of four (4) hours pay at their normal rate.

If an employee is called from their home into work because of an emergency, they will receive a minimum of four hours pay either at straight time or overtime rate, whichever applies.

Overtime will be on a rotation basis according to departmental seniority and will be equalized among all employees in the bargaining unit, it being understood that the employees must be capable of performing the work involved in the overtime. A "no answer" constitutes a turn, and hours refused will be counted as hours worked in equalizing overtime.

ARTICLE XVI LEAVES

16.1 General Provisions. Employees may be eligible for leaves of absence after their probationary period is completed.

Any request for a leave of absence shall be submitted in writing by the employee to the Court Administrator. The request shall state the reason for the leave of absence and the length of time of same.

Any request for a leave of absence shall be answered in writing within ten (10) working days, copies of all leave requests and answers shall be given to the Union President.

16.2 Leaves of Absence With Pay. Leaves with pay may be authorized in order that regular employees may attend official meetings, if such leaves are approved by the Court Administrator. Leave with pay may also be granted for the purpose of allowing a regular employee to engage in office training courses or to participate in other official activities, including jury duty. Employer will pay the difference so as to maintain regular rate of pay.

16.3 Absence Without Leave. An absence of an employee from duty, including any absence for a single day or part of a day, that is not authorized by a specific grant of leave of absence under the provisions of this Agreement shall be deemed to be an absence without leave. Any such absence shall be without pay and may be subject to disciplinary action. In the absence of such disciplinary action, any employee who absents himself for three (3) consecutive days without leave shall be deemed to have resigned. Such action may be reconciled by a subsequent grant of leave if the conditions warrant.

16.4 Leave of Absence Without Pay. The Court Administrator may grant a regular employee leave of absence without pay for a period not to exceed one year. No leave without pay shall be granted except upon written request of the employee. Whenever granted, such leave shall be in writing and signed by the Chief Judge and a copy filed with the Court Administrator. Upon expiration of regularly approved leave without pay, the employee shall be reinstated in the position held at the time leave was granted. Failure on the part of an employee on leave to report promptly at its expiration, or within a reasonable time after notice of return to duty, shall be cause for discharge. Leave without pay shall be granted only when it will not result in undue prejudice to the interest of the Employer beyond any benefits to be realized. Application for leave for travel or study calculated to equip the employee to render more efficient service to the Employer may be deemed to involve such compensated benefits to be measured against the loss or prejudice to the interests of the Employer involved in keeping open the position or filling it temporarily until the return of the employee. No leave shall be granted primarily in the interests of the employee except in the case of one who has shown by his record of service or by other evidence to be of more than average value to the Employer and whose service it is desirable to retain even at some sacrifice.

Whenever a leave of absence without pay is granted all contract benefits cease except for other insurance benefits granted under Article 23.5. This means the employee's date of hire is adjusted for the days off without pay (example: hire date 01/02/95, off ten calendar days without pay, adjusted hire date - 01/12/95), insurance benefits become the responsibility of the employee placed on leave (except when the Family Medical Leave Act is requested). Benefits resume when the employee returns to work.

When an employee goes on the weekly medical insurance benefit, or has exhausted same, the following shall be required to continue medical benefits with the exception of an employee on leave under the FMLA. An employee going on the weekly medical insurance benefit between the first and fifteenth of the month shall pay for half of the cost of their insurance benefits for that month. If an employee goes on medical insurance benefits after the fifteenth of the month through the end of the month, no reimbursement to the Employer is needed for that month. Full payment is required for each ensuing month while on leave.

When returning to work, if between the first and the fifteenth of the month, no reimbursement of that month is necessary. If returning after the fifteenth of the month, through the end of the month, an employee shall be required to pay for one-half of the month's insurance.

16.5 Maternity Leave. The Employer shall grant a leave of absence without pay for employees upon a written request for such leave by an employee and certificate of pregnancy by the employee's physician. During such leave of absence, which shall not exceed a period

of six months, the employee shall retain seniority to their original date of hire for the purposes of promotion; however, the employee will not accrue benefits for the duration of the leave.

The employee shall notify the administration in charge of personnel by a written statement from her physician within ninety days after pregnancy has definitely been determined. The physician's statement must specify the expected delivery date.

Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job related purposes, temporary disabilities and will be treated as such for purposes of employment.

16.6 Military Leave. Any employee who enters into active service in the armed forces of the United States while in the service of the employer shall be granted a leave of absence for the period of his military service in accordance with the Veteran's Preference Act.

16.7 Funeral Leave. In the event of death in immediate family, time off with pay to attend the funeral shall be given. This shall consist of one (1) to four (4) days depending upon the circumstances and shall be granted by arrangement with the Court Administrator provided, however, that the maximum is three (3) days for a death within the state and four (4) days maximum for deaths outside the state. For purposes of funeral leave, immediate family is defined as spouse, children, mother or father of employee or spouse, sister or brother of employee or spouse, grandparents and grandchildren. It is understood that immediate family does include those family members of a widow/widower's deceased spouse but not a divorced spouse. Time off without pay to attend a funeral of a more distant relative may be allowed with prior approval of Court Administrator.

16.8 Sick Leave. Sick leave with pay shall be granted to employees who have been in the employ of the Employer for six (6) months or more at the rate of eight (8) hours for each full month of service. Sick leave shall not be considered as a privilege which an employee may use at his own discretion, but shall be allowed only in case of necessity and actual sickness or disability of the employee, or to meet dental appointments or to take physical examinations or other illness preventative measures.

Sick leave for immediate family is restricted to: securing emergency medical treatment for spouse or dependent; meeting doctor appointments for minor children or for consultations; school emergency for minor child being sent home for illness; doctor appointment for spouse when incapacitated or procedure would not allow vehicle to be driven or for consultations; day of surgery and recuperation for dependent or spouse. These types of days can be taken in two (2) hour, half-day or full-day increments and not more than three (3) days at a time. Further sick time up to one day may be taken if a minor child is ill and unable to be taken to a child care facility.

Such items as these shall be charged against sick leave. To receive compensation while absent on sick leave, the employee shall notify his immediate supervisor or the Court Administrator prior to or within two (2) hours after the time set for beginning his daily duties.

When an employee notifies the Employer, a reason for requesting sick leave must be given. Should the reason change, the Employer must be notified. This reason shall be entered on a Request for Leave form as noted below.

When absent, if for more than three (3) work days, the employee shall be required to file a physician's certificate. A request form for sick leave must be filled out immediately upon the employee's return to work. An employee injured on any other gainful employment outside of the Employer's employment shall not be eligible for sick leave or for duty disability leave. An employee shall not accumulate sick leave benefits while using same or for any other leave without pay.

The following sick leave schedule shall be applied for employees voluntarily leaving the service of the Employer, not at the Employer's request, or in the process of being discharged from the Employer's employment.

- 0 to 5 years employment, payment accumulated sick hours - 20%
- 5 to 10 years employment, payment accumulated sick hours - 40%
- 10 to 15 years employment, payment accumulated sick hours - 60%
- 15 to 20 years employment, payment accumulated sick hours - 80%
- 20 years of employment to retirement, payment of 100%

Total accumulation of sick days is unlimited; however, payment will be made on a maximum of 1600 hours.

For purposes of sick leave, immediate family is defined as employee, spouse of employee and dependent children of employee living at home.

16.9 Loss of Sick Leave While Using Sick Leave. Any time an employee is off sick from eight (8) through forty (40) working hours in a month there will be no loss of benefits. If the employee is off sick more than forty (40) through one hundred twenty (120) working hours he or she loses four (4) hours sick time. For anything in excess of one hundred twenty (120) working hours off sick in a month the employee will lose eight (8) hours sick time.

16.10 Personal Leave. During the term of this Agreement, each permanent employee shall receive three (3) personal leave days per year. These days may be taken without presenting reason, but prior notice of not less than twenty-four hours must be given, except in cases of emergency, to the immediate supervisor and not more than two days may be taken consecutively. Unused personal leave days, at the termination of each contract year, will be credited to the vacation bank.

Personal leave days may be taken in conjunction with a holiday providing an employee does not have vacation time and Court Administrator approval is obtained by noon the prior workday. If the Court Administrator denies personal leave in conjunction with a holiday there is no appeal.

**ARTICLE XVII
PAY ADVANCE**

Checks may be issued in advance only with the approval of the Court Administrator and Chief Judge. Payroll advance preceding vacation leave may be approved by the Court Administrator. Reasonable notice would be considered as not less than five (5) days.

**ARTICLE XVIII
USE OF PAST RECORD**

In imposing any discipline on a current charge except as stated in this paragraph, the Employer will not take into account any prior infractions which occurred more than one (1) year previously nor impose discipline on any employee for falsification of his/her employment application after a period of one (1) year from his/her date of hire.

An employee may request to see his personnel file after requesting and receiving permission from the Court Administrator, and in the presence of a Union officer, if requested.

**ARTICLE XIX
VETERAN'S LAW**

Except as hereinbefore provided, the re-employment rights of employees and probationary employees will be limited by applicable laws and regulations.

**ARTICLE XX
VACATIONS**

All employees who are working five days per week shall be entitled to annual vacation per the following schedule:

10 days at 1 year
15 days at 4 years
16 days at 5 years
17 days at 6 years
18 days at 7 years
19 days at 8 years
20 days at 9 years
25 days at 13 years

Provided, however, that the fourth through thirteenth year of service must be completed prior to October 1st of any given year, before the additional days will be granted. All employees who have worked six months, but less than one year, shall receive a vacation equivalent to 5/6 day per month with pay. Provided, however, that the vacation may not be taken until the completion of one year's service with the Employer. An exception to this vacation procedure will be allowed should such employee leave the Employer before the completion of one year's

service. In such cases, payment will be made for the number of days accumulated. Vacation may be accumulated up to thirty (30) days with pay. All employees shall be required to take an annual vacation. Provided, however, an employee may be compensated for up to one-half (½) of their earned vacation per year in lieu of the time of and such time will be paid at regular rate of pay if requested by August 15th or second request date of November 15th. The time at which an employee shall take his or her vacation shall be determined by the Court Administrator with due regard for the wishes of the employee and particular regard for the needs of his service. Vacation leave shall be charged against an employee in not less than half-day units. Vacation shall be earned for all compensable time. A complete vacation schedule, in which vacation leave is selected based on seniority, shall be submitted to the Court Administrator not later than April 1st of each year.

Should an employee of this bargaining unit become ill while on vacation, they shall be allowed to change vacation time to sick time. Please note, to claim more than three (3) days, an attending physician's certificate must be filed with the request for sick leave.

ARTICLE XXI TRANSFERS, PROMOTIONS AND NEW HIRES

21.1 Vacancies. All vacancies shall be posted within five (5) working days after a vacancy occurs. Said vacancy shall be posted in all work areas on Union bulletin boards and shall be filled within five (5) working days after the closing of the posting either by the transfer procedure, promotional procedure or new hire.

The posted notice shall set forth the job title and rate of pay.

Job vacancies will be posted for a period of fourteen (14) calendar days. Employees interested either in transferring to or promoting to the vacancy shall apply within the fourteen (14) calendar day posting period.

If an employee is on vacation, sick leave, or leave of absence the Court Administrator shall notify in writing such employee of vacancies and openings that occur.

21.2 Transfers. Employees desiring to transfer to another position within their classification will apply for the position within the fourteen (14) calendar day posting period.

The employee with the highest seniority bidding for the transfer shall be granted up to a thirty (30) calendar day trial period to determine:

- A. Their ability to perform the job.
- B. Their desire to remain on the job.

During the trial period, employees will receive the appropriate rate for the job they are performing.

In the event the applicant, after serving the trial period is denied the transfer, reasons for such denial shall be given in writing to such employee and the Union President. If the employee is dissatisfied with the reasons given, the matter will become a proper issue for the grievance procedure.

Employees who are reverted or do not desire to remain on the job they have transferred to, will return to the position and location they had prior to applying for the transfer.

Transfers will be honored before promotions and only when a vacancy occurs. Employees will not be transferred or use their seniority to "bump" other employees.

If an employee is transferred to a position of the Employer not included in the bargaining unit and is thereafter transferred again to a position within the bargaining unit, they shall have accumulated seniority while working in the position to which they were transferred. Employees transferred under the above circumstances shall retain all rights accrued for the purposes of any benefits provided for in this Agreement. Collection of union dues will be discontinued during the transfer, and shall continue again once the original position in the bargaining unit is resumed.

21.3 Promotions. Employees interested in promotion shall apply for the position within the fourteen (14) calendar day posting period. Promotions shall be granted on the basis of qualifications and seniority. The most qualified bidder will be given the first opportunity for the promotion. When employees are equally qualified the highest seniority employee will be given the opportunity for the promotion.

The successful bidder shall be granted up to ninety (90) calendar days trial period to determine:

- A. Their ability to perform the job.
- B. Their desire to remain on the job.

During the trial period, employees will receive the appropriate rate for the job they are performing.

In the event the applicant, after serving the trial period, is denied the promotion, reasons for such denial shall be given in writing to such employee and the Union President. If the employee is dissatisfied with the reasons given, the matter will become a proper issue for the grievance procedure.

21.4 New Hires. Substitutes, part-time or temporary employees interested in the new hire position shall apply for the position within the fourteen (14) calendar day posting period.

The employee shall be granted up to a ninety (90) day trial period to determine:

- A. Their ability to perform the job.
- B. Their desire to remain on the job.

During the trial period, the employee will receive the appropriate rate for the job they are performing.

21.5 Temporary Promotions. In situations where a temporary vacancy occurs for any reason, such as sick leave, vacation, leave of absence, or any unforeseen emergency requiring additional help, the highest seniority employee in the department in the next lower series, or if none the highest seniority employee of the Employer in a lower series shall be promoted for the duration of such situation. If the highest seniority employees declines temporary promotion, the next highest seniority employee shall be promoted for the duration of such situation. Should more than two (2) decline temporary promotion, the Employer reserves the right to hire temporary help. A temporary promotion shall be limited to a period of ninety (90) days, except that the Employer and Union may mutually agree to extend such promotion for an additional ninety (90) day period. Such employee shall be paid the maximum rate of the job he is performing for all time worked on such job.

21.6 Working in a Higher Classification. Employees required to perform work of a higher classification for short periods of time such as to fill in for an employee who is late or absent for the day shall be paid the maximum rate of the job they are performing for all time worked on such job if in excess of two (2) hours.

In situations where a temporary vacancy is caused by promotion or demotion the highest seniority employee in the next lower series in the department, or if none, the highest seniority employee of the Employer in the next lower series shall be promoted for duration of such situation, provided however, that such a temporary promotion shall be limited to a period of four (4) or eight (8) weeks. Such employee shall be paid the rate of the next highest step from his present salary. If all efforts are exhausted to fill the temporary vacancy pursuant to Sections 21.5 and 21.6 of this Agreement, the Employer will be allowed to hire temporary help for the duration of the situation or a maximum of six (6) months, with additional time by mutual consent.

Article 21.7 Part-time, Co-op, or Temporary. Part-time and temporary employees including co-op students shall not be utilized to deprive a bargaining unit employee of a temporary position (as per Article 21.5) or a permanent position. A co-op student shall mean a high school or college student. If such employee becomes a permanent employee through the new hire procedure with or without a break in employment, their seniority shall date only from their appointment as a full-time employee.

ARTICLE XXII NEW CLASSIFICATIONS

When a new classification is established by the Employer, the parties shall meet in accordance with the Special Conference procedure specified in Article XI, to determine whether or not the classification should be included or excluded from the bargaining unit. If the parties cannot agree, the question shall be submitted to the State Labor Board for determination.

If the new classification is determined to be in the bargaining unit, the parties will negotiate a suitable wage rate for the particular job and establish the rate at an appropriate place in the wage structure.

ARTICLE XXIII BREAKS

Each employee covered by this Agreement shall be entitled to one (1) twenty (20) minute work break for each one-half (½) shift. An employee scheduled for one-half shift of overtime shall likewise be entitled to one (1) twenty minute work break. Employees will alternate their work breaks. No work area is to be left unattended by providing break periods.

ARTICLE XXIV ON-THE-JOB INJURY

All employees injured or incapacitated in the actual discharge of duty shall receive such pay for injuries as provided for under worker's compensation laws of the State of Michigan. In addition to the minimum amount required by law, the Employer shall pay an additional sum not to exceed the difference between eighty percent (80%) of his regular salary and said compensation payment. Such additional payment shall be made for a period not to exceed six (6) months and shall not be paid for injuries received because of negligence on the part of the employee injured, providing this payment is not less than his normal net pay (gross pay minus taxes and retirement).

All persons returning to work after injury shall be capable of performing their full duties of the position available. Employees will be reinstated to the job held prior to their injury provided the Employer's physician has released them to return to their regular position without restrictions or limitations.

When an employee is involved in any accident during working hours that results in loss of time or injury and suit is brought against other persons outside the Employer, all damages to the Employer and worker's compensation carrier shall be repaid from the resulting settlement.

The Employer reserves the right to have any employee on a job injury examined by the Employer's physician for assignment to either the department where permanently assigned or to another department. These job injury assignments will be for a period not to exceed either: (1) until employee is cleared for full duty; or (2) six (6) months maximum. These assignments are the prerogative of management.

Further, the assignment of an employee will not interfere with any non injured employee assignments. The employee placed upon this type of assignment will not be subject to overtime.

ARTICLE XXV NEGOTIATION MEETINGS

With respect to Negotiation Meetings between the Employer and the Union, the parties hereby endorse the principle that effective and orderly negotiations are most likely to occur when the negotiation teams for both sides are substantially even in terms of number of members.

Accordingly, the parties agree that in future negotiations, neither the Employer's team nor the Union's team will exceed four in number. The Employer agrees that if the Union's bargaining team does not exceed the number indicated above, negotiations will be conducted during usual working hours on the Employer's premises, without loss of pay to the Union's negotiators.

ARTICLE XXVI TRAINING AND EDUCATION

The Employer and the Union recognize the need for employees to further their education as it relates to their job duties. The following program is designed to provide such benefits.

The Employer will reimburse any employee up to a maximum of \$200 per semester for any of the following:

The employee receives a passing grade of "C" or better in class, or an equivalent grade point equal to "C", or a Certificate of Completion for any non-graded classes;

Data processing classes related to job function the employee is presently performing; and/or Education required by state or federal law or standard to perform the required job function (not limited or counted in the yearly maximum).

However, if an employee leaves a department within two (2) years of completion of training, employee must repay the Employer, unless training is applicable to a new position.

All job related courses must be pre-approved by the Court Administrator and the Chief Judge but limited to no more than one college course or non-graded class per school semester.

ARTICLE XXVII CONFERENCES AND WORKSHOPS

The Employer may provide the opportunity for the employees to attend conferences and workshops available that are related to the operation of the courts. All expenses will be paid by the Employer.

ARTICLE XXVIII GENERAL PROVISIONS

28.1 Pledge Against Discrimination and Coercion. The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination. There shall be no discrimination as to age, sex, religion, handicap, marital status, race, color, creed, national origin, or political affiliation. Active efforts shall be made to encourage applicants for employment in all departments from all racial, religious, handicapped, and nationality groups. Both the Employer and the Union shall take steps to assure that employment assignments and

promotions are given on an equal, non-discriminatory basis. The Union shall share equally with the Employer the responsibility for apply this provision of the Agreement.

The Employer agrees not to interfere with the rights of employees becoming members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative against any employee because of Union membership or because of any employee's activity in an official capacity on behalf of the Union or for any other cause.

As a result of the execution of this Agreement, no employee shall suffer the loss of any benefit established by past practices, and not otherwise dealt with in this Agreement.

Both Employer and employees recognize the other's rights and responsibilities under both federal and state law and agree that same shall supersede any provision to the contrary in this Agreement unless said law reserves to the parties hereto the right to negotiate said rights and responsibilities hereunder.

28.2 Bargaining Unit Work. All work within the bargaining unit will be performed by bargaining unit employees unless otherwise specified in this Agreement.

At no time will part-time employees exceed more than five (5) people, except by mutual agreement by both parties.

The term employee referred to in this Agreement shall be those employees covered by this Agreement.

ARTICLE XXIX INSURANCE

29.1 Hospitalization Insurance. The Employer shall provide for all members of the bargaining unit the following insurance coverage upon completion of six (6) months of service. The insurance plan shall be known as the City of Roseville Employee Benefit Plan ("Plan Document") effective January 1, 1983, as amended.

Major Medical Deductible \$100.00 per person per calendar year.
Cumulative per family \$200.00

PDP deductible - \$5.00 co-pay, generic option (PCS/MACB)
\$10.00 co-pay for non-generic prescriptions, effective 1-1-99

PPOM Office Visit - \$10.00 co-pay / \$15.00 co-pay effective 1-1-99

Union members who feel an insurance benefit has not been interpreted correctly shall first contact the Purchasing Department, which administers the insurance plans. If the answer received is not satisfactory, a meeting shall be scheduled between the City Plan Administrator and the Union member, with Union representation. Should the answer still be unsatisfactory

the Union and/or member can then file a grievance under Article VIII within the time frames of Article 6 starting at Step 2, based upon the procedure outlined in this paragraph.

The entire cost of such insurance shall be paid by the Employer and said insurance shall cover the employee and dependents. "Dependent" status to be based on IRS definition.

An employee, after verifying that he/she is covered by health insurance through his/her spouse, may elect not to participate in the health insurance plan currently offered to employees in the bargaining unit.

A. In such event, those employees who elect not to participate in such plan shall be paid a sum of twelve hundred dollars (\$1,200.00) annually which shall be paid in monthly amounts.

B. If an employee elects not to participate in the plan he/she will not be allowed to re-enter the plan until the regularly scheduled enrollment period. However, if an employee loses health insurance coverage through his/her spouse, the employee will be allowed to re-enter the health insurance plan offered by the Employer on the first day of the succeeding month.

29.2 Life Insurance. The Employer shall provide each employee who has completed six (6) months of service with a life insurance policy in an amount of \$20,000. The Employer will further provide upon retirement, life insurance in the amount of \$7,500, at a cost to the Employer not to exceed \$3.15 per month per employee. Any increase in rates to the Employer due to providing this coverage to the retirees, shall be paid in total by the retirees.

29.3 Dental Insurance. An employee may choose the traditional dental plan as described in the Plan Document or select an alternate preferred provider plan (Dentemax), providing the benefits as stated below:

	<u>Traditional</u>	<u>Preferred Provider</u>
Class I benefits	80-20	100%
Class II benefits	60-40	90%
Class III benefits	50-50	60%
* Orthodontics	50-50, \$1,000	50% - Lifetime
	Lifetime Maximum	Maximum \$1,000
Total yearly benefits	\$600	\$600

*Subject to total yearly maximum benefits.

During the term of this contract the dental cap will increase \$100.00 per year (year beginning 1-1-99) to a maximum of \$1,000.00. Also, effective 01-01-99 the orthodontic insurance maximum will increase to \$1,500.00, and not be included in the annual dental cap.

29.4 Optical Insurance. The Employer will pay a maximum of \$300 per calendar year for any optical use performed by a licensed doctor for examinations, corrective prescription glasses, or contact lenses, up to a maximum of \$300.00 per calendar year for the total family with no accumulations from year to year, with additional increases of \$25.00 per year beginning 01-01-99, to a maximum of \$400.00.

29.5 Other Insurance. Other insurance provided for all employees who have completed six (6) months of service, and for which the Employer will bear the entire cost is as follows:

- A. Accidental Death and Dismemberment \$20,000 (non-occupational).
- B. Non-occupational accident and sickness weekly benefits. Waiting period normally required will not be added to the period following the use of sick time, providing at least one (1) sick day for accidents and seven (7) sick days for illness were used prior to request for payment. No payment will be made, however, until all accumulated sick leave benefits are used.
 - 1. Accident - Payment from first day \$300 per week for twenty-six weeks.
 - 2. Sickness - Payment from eighth day \$300 per week for twenty-six weeks.

***Other changes effective 1-1-99 include immunizations and well-baby visits covered to twenty-four (24) months of age; mental health lifetime cap to \$15,000 per person; well-care co-pay reduced from \$50.00 to \$15.00.

29.6 Health and Optical Insurance for Retirees. Retirees shall maintain those health and optical insurance benefits and deductibles in effect on the date of their retirement, for themselves and their eligible spouse without any adjustments ever.

Employees hired after February 1, 1992 shall be granted health insurance benefits at the rate of 4% per year of service. Example: An employee retiring after 20 years of service would receive 80% of his health benefits paid by the Employer. If the employee participates in the Plan, the balance would be automatically deducted from monthly retirement benefits.

Employees hired after February 1, 1992 who leaves the employment of the Employer and defers pension benefits shall not be eligible for health insurance benefits. Benefits will be for employee and spouse only, with dependent coverage allowed at cost.

The Plan shall be secondary if retiree has coverage from previous employer. It is mandatory that all retirees participate in Parts A and B of Medicare when eligible. It is further agreed that the Employer shall pay any premium paid by the retiree only for Medicare coverage. This excludes spouse of retiree. This benefit applies to employees retiring after February 1, 1992.

The funding for retiree insurance will be provided by the General Fund to the Retirement Fund and by the Retirement Fund as provided by Public Act 201 of 1968. Should this funding not be provided it shall be subject to binding arbitration

ARTICLE XXX COST OF LIVING ADJUSTMENT

Delete this article, \$600.00 to be rolled into first year of this contract in lieu of COLA.

ARTICLE XXXI RETIREMENT

Voluntary retirement after thirty (30) years service regardless of age.

Deferred retirement to be drawn at age 55 if employee has twenty (20) years of service.

31.1 Pop-Up Option. In conjunction with retirement pension Option II or III, a member may elect an additional "pop-up" option which, in the event the retiree's beneficiary pre-deceases the retiree, the retiree's reduced retirement allowance shall be increased and paid as if the straight life form of payment had been elected. A retiree electing this option shall have his Option II or Option III retirement allowance further reduced so that the amount received under the pop-up option is the actuarial equivalent of the retiree's straight life amount.

31.2 Sick Leave Pay Off - 60% of accumulated sick leave pay off, not to exceed 960 hours, may be added to Final Average Compensation. (1600 hours @ 60% = 960 hours)

31.3 Annuity Withdrawal - Deleted as of July 1, 1998.

31.4 Multiplier The multiplier for all pension computations shall be 2.5 for all years of service up to a maximum. The maximum for an employee hired prior to July 1, 1994 is 80%. The maximum for an employee hired on or after July 1, 1994 is 75%.

Effective 7-1-98, Final Average Compensation shall be the average of the highest three (3) consecutive years of earnings out of the last five (5) years of service.

31.5 Cost of Living Adjustment A post-retirement COLA of 10% increase effective five (5) years after date of retirement based on the amount of retirement allowance being paid at that time and a 10% increase, compounded effective five (5) years after the first increase.

31.6 Contribution Member contribution 6.5%

**ARTICLE XXXII
WAGES**

	<u>98-99</u>	<u>99-00</u>	<u>00-01</u>	<u>01-02</u>	<u>02-03</u>
	3%	3%	2.5%	3%	2.5%
	+\$600		+\$155		
	COLA		Parity		
	Roll-in		Adjustment		
<i>Intermediate Court Clerks</i>					
Start	28,197	29,043	29,924	30,822	31,593
3 months	28,401	29,253	30,139	31,043	31,819
6 months	28,651	29,511	30,404	31,316	32,099
1 Year	29,238	30,115	31,023	31,954	32,753
<i>Senior Court Clerks</i>					
Start	30,093	30,996	31,926	32,884	33,706
3 months	30,327	31,237	32,173	33,138	33,966
6 months	30,563	31,480	32,422	33,395	34,230
12 months	31,105	32,038	32,994	33,984	34,834
18 months	31,357	32,298	33,260	34,258	35,114
24 months	32,031	32,992	33,972	34,991	35,866

**ARTICLE XXXIII
LONGEVITY PAY**

All employees within the bargaining unit will receive longevity at the dollar amount representing the annual longevity pay from the schedule below.

Each employee of the bargaining unit hired prior to July 1, 1984 shall receive longevity pay in accordance with the schedule below.

Each employee hired after July 1, 1984 shall receive longevity pay in accordance with the schedule below to the third (3rd) step only.

- Step 1 to be added to base pay beginning 6th year of service.
- Step 2 to be added to base pay beginning 11th year of service.
- Step 3 to be added to base pay beginning 16th year of service.
- Step 4 to be added to base pay beginning 21st year of service.
- Step 5 to be added to base pay beginning 26th year of service.

<u>Classification</u>	<u>1st step</u>	<u>2nd step</u>	<u>3rd step</u>	<u>4th step</u>	<u>5th step</u>
Intermediate Court Clerk	\$496.00	\$991.00	\$1,487.00	\$1,983.00	\$2,478.00
Senior Court Clerk	\$545.00	\$1,089.00	\$1,634.00	\$2,178.00	\$2,723.00

ARTICLE XXXIV HOLIDAY PAY

Employees shall be paid for the following holidays:

- | | |
|---------------------------|---|
| 1. Independence Day | 7. New Year's Eve |
| 2. Labor Day | 8. New Year's Day |
| 3. Thanksgiving Day | 9. Memorial Day |
| 4. Day after Thanksgiving | 10. Good Friday |
| 5. Christmas Eve | 11. President's Day |
| 6. Christmas Day | 12. Employee's Anniversary Date of Hire |

If work is necessary on the above holidays, double time shall be paid plus the regular day's pay.

When one of the holidays falls on Sunday, the following Monday will be considered the holiday. When a holiday falls on Saturday, the preceding Friday shall be considered the holiday.

To be eligible for holiday pay, the employee must work the regular working day before and the regular working day after the holiday, unless on compensable leave or unless leave without pay has been previously approved by the Court Administrator.

Employees called in for work on a holiday shall be guaranteed a minimum of four (4) hours pay at the premium rate.

An employee's anniversary date of hire falling on Tuesday, Wednesday or Thursday may be taken on the Monday or Friday of the week in which the actual anniversary day falls, with the Department Head's approval.

ARTICLE XXXV VOLUNTARY TERMINATION BY EMPLOYEE

An employee leaving voluntarily forfeits all rights of seniority and benefits and has no right to re-employment except under standard hiring procedures or application and testing to be placed on an eligibility list. Continuation of any benefits are subject to state and federal law at time of termination.

ARTICLE XXXVI TERMINATION AND MODIFICATION

This Agreement shall continue in full force and effect until midnight June 30, 2003.

36.1 Termination. If either party desires to terminate this Agreement, it shall one hundred twenty (120) days prior to the termination date, give written notice of termination. If neither party shall give notice of amendment, as hereinafter provided, or if each party giving a notice of termination withdraws the same prior to termination date, this Agreement shall continue in effect from year to year thereafter subject to notice of termination by either party on sixty (60) days written notice prior to the current year's termination date.

36.2 Modification. If either party desires to modify or change this Agreement, it shall, one hundred twenty (120) days prior to the termination date or any subsequent termination date, give written notice of amendment, in which event the notice of amendment shall set forth the nature of the amendment or amendments desired. If notice of amendment of this Agreement has been given in accordance with this paragraph, this Agreement may be terminated by either party on ten (10) days written notice of termination. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.

36.3 Notice of Termination Or Modification. Notice shall be in writing and shall be sufficient if sent by certified mail addressed, if to the Union, to Roseville Court Clerks Association, 29733 Gratiot, Roseville, Michigan 48066, and if to the Employer, addressed to 39th Judicial District Court, 29733 Gratiot, Roseville, Michigan 48066, or to any such address as the Union or the Employer may make available to each other.

ARTICLE XXXVII PROMOTION OF PRODUCTIVITY AND EFFICIENCY

The Union recognizes the responsibilities imposed upon it as exclusive bargaining agent of the employees of the bargaining unit and realizes that in order to provide maximum job opportunities for continuing employment, good working conditions and adequate wages, the Employer, must, within the existing framework of the statutes of the State of Michigan maintain municipal services within the City of Roseville as efficiently and at the lowest possible cost consistent with fair labor standards. The Union undertakes that the employees within the bargaining unit will individually and collectively perform loyal and efficient work.

The Union recognizes the Employer's right to manage its affairs and direct its work force, and agrees that its members will not engage in activities during working hours that detract from their productivity.


**ARTICLE XXXVIII
RESIDENCY**

All present and future employees of the bargaining unit must reside within Macomb, Wayne, Oakland, or St. Clair County within one (1) year of employment.

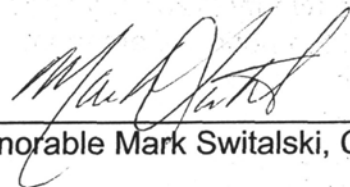
IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the 15TH Day of December, 1998.

ROSEVILLE COURTS CLERKS ASSOCIATION

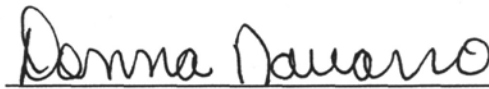
39TH JUDICIAL DISTRICT COURT



Gloria A. Walsh, President



Honorable Mark Switalski, Chief Judge

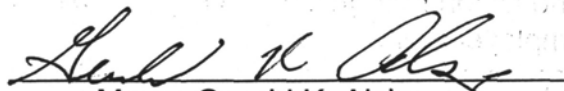


Donna Navarro, Secretary/Treasurer



Brian Fisher, Labor Relations Specialist, MAPE

CITY OF ROSEVILLE



Mayor Gerald K. Alsip



Ronald A. MacKool, City Clerk

