

4606

2/28/81

AGREEMENT

between

THE VILLAGE OF DUNDEE

hereinafter referred to as the "Employer"

and

THE INTERNATIONAL UNION OF OPERATING ENGINEERS,

LOCAL #547 A-B-C, AFL-CIO

hereinafter referred to as the "Union"

Police Department

Michigan State University,
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

I. O. O. E.
13020 Pun. ton
Detroit, Mich.
48227

Dundee, Village of

ARTICLE I

PURPOSE

It is the purpose of this Agreement to promote and insure harmonious relations, cooperation and understanding between the Employer and the employees covered hereby, to insure true collective bargaining and to establish standards of wages, hours, salaries, working conditions, and other conditions of employment.

ARTICLE II

UNION RECOGNITION, AGENCY SHOP, CHECK-OFF

Section 1. Union Recognition.

(a) The Employer hereby recognizes the Union as the sole and exclusive collective bargaining agent of the employees covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, salaries and other conditions of employment.

(b) The term "Employee" as used herein shall include all full time Parking Coordinators employees of the Employer.

Section 2. Agency Shop.

(a) All employees employed in the bargaining unit, or who become employees in the bargaining unit, who are not already members of the Union, shall within thirty-one (31) calendar days of the effective date of this Agreement, or within ninety-one (91) calendar days of their date of hire by the Employer, whichever is later, become members, or in the alternative, shall as a condition of employment, pay to the Union each month a service fee in an amount equal to the regular monthly Union membership dues uniformly required of employees of the Employer who are members.

(b) An employee who shall tender or authorize the deduction of membership dues (or service fees) uniformly required as a condition of

acquiring or obtaining membership in the Union, shall be deemed to meet the conditions of this Article so long as the employee is not more than sixty (60) calendar days in arrears of payment of such dues (or fees).

(c) Employees who fail to comply with the conditions of this Article shall be discharged by the Employer within thirty (30) calendar days after receipt of written notice of such default is delivered to the Employer by the Union.

(d) If any provisions of this Article is declared invalid under Federal or State Law, said provision shall be modified to comply with the requirements said Federal or State Law.

(e) The Union agrees that it will make membership in the Union available to all employees covered by this Agreement on the same terms and conditions as are generally applicable to other members of the Union.

(f) In the event that the Union refuses to accept any person so hired as a member, said person may continue in employment by paying the regular monthly service fees.

Section 3. Check-Off.

(a) The Employer shall deduct the Union dues or Service Fees from each employee's pay and transmit the total deduction to the Financial Secretary of the Union on or before the fifteenth (15th) day of each month, following that month which said deductions were made, together with a listing of each employee, the employee's Social Security Number and the amount that is deducted each month. Provided, however, that the Union shall have submitted to the Employer an authorization card signed by the employee from whose pay said deductions are to be made.

(b) Such dues or Service Fees as and when deducted shall be kept separate from the employer's general funds, and shall be deemed trust funds, and shall be forwarded to the Union forthwith.

ARTICLE III

NON-DISCRIMINATION

The Employer and the Union both recognize their responsibilities under Federal, State and Local laws pertaining to fair employment practices as well as the moral principles involved in the area of Civil Rights. Accordingly, both parties reaffirm by this Agreement the commitment not to discriminate against any person or persons because of race, creed, color, religion, sex, age or national origin.

ARTICLE IV

VISITATION

The Union Business Representative shall have access to the Employer's premises for the purpose of investigating and adjusting any complaints therein by arranging with the Employer to go on the premises during regular working hours, but on none of such visits shall such Union Business Representative interfere with orderly operations. Scheduling of such visits shall be by mutual agreement between the parties.

ARTICLE V

STEWARDS

(a) The employees shall be represented by a Chief Steward who shall be chosen or selected in a manner determined by the employees and the Union.

(b) Reasonable arrangements will be made to allow the Chief Steward time off with pay for the purpose of investigating grievances and to attend grievances and negotiating meetings by first receiving approval from the Department Chairman, or the Mayor.

(c) When the Employer hires a new employee, the Chief Steward shall be supplied the following information with the employee's first week of employment: name, address, date of hire, Social Security Number, classification, job location and shift assignment.

ARTICLE VI

SAFETY PRACTICES

(a) The Employer will take reasonable measures in order to prevent and eliminate any present or potential job hazards which the employees may encounter at their places of work in accordance with the Occupational Safety and Health Act, State and Local Regulations.

(b) The employee will notify his department chairman in writing of any such job hazard as soon as the employee first becomes aware of such unsafe areas, conditions or equipment. The department chairman upon notification of an alleged unsafe condition shall investigate such condition and shall be expected to make adjustments in such condition if, in the department chairman's investigation, the alleged unsafe conditions is found to be a hazard to the employee.

ARTICLE VII

JURISDICTION

Employees of the Employer not covered by the terms of this Agreement may temporarily perform work covered by this Agreement only for the purpose of instructional training, experimentation or in cases of emergency.

ARTICLE VIII

CONTRACTUAL WORK

The right of contracting or sub-contracting is vested in the Employer. The right to contract or sub-contract shall not be used for the purpose of undermining the Union nor to discriminate against any of its members, nor shall the use of contracting result in the reduction of the present work force as is now in effect, nor in the event of the extension of service shall contracting be used to avoid the performance of work covered under this Agreement.

ARTICLE IX

SENIORITY

(a) A newly hired employee shall be on a probationary status for Ninety (90) calendar days taken from and including the first day of employment. If at any time prior to the completion of the Ninety (90) calendar day probationary period the employee's work performance is unsatisfactory, he may be dismissed by the Employer during this period without appeal by the Union. Probationary employees who are absent during the first Ninety (90) calendar days of employment shall work additional days equal to the number of days absent and such employee shall not have completed his probationary period until these additional days have been worked.

(b) After satisfactory completion of the probationary period, seniority and all matters pertaining to benefits shall be retroactive to date of hire.

(c) Employees shall be laid off, recalled or demoted according to their seniority in their classification. An employee on scheduled lay off shall have the right to displace, a lesser seniority employee in a lower series classification, provided the senior employee is qualified to hold the position held by the lesser seniority employee.

(d) An employee shall lose his seniority for the following reasons:

1. He resigns.
2. He is discharged for cause.
3. He is absent for three (3) consecutive working days without notifying the Employer and/or without good and sufficient reason.

(e) An agreed to seniority list shall be furnished to each employee covered by this Agreement during the month of January of each year. Such list shall contain date of hire, employee's location and classification. Seniority in classification shall be as of date of entry into the classification.

ARTICLE X

TRANSFER AND PROMOTIONAL PROCEDURE

(a) Notice of all vacancies and newly created positions shall be posted on employee bulletin boards within one (1) pay period from the date of vacancy, and the employees shall be given five (5) working days time in which to make application to fill the vacancy or new position. The senior employee making application shall be transferred to fill the vacancy or new position provided, he has the necessary qualifications to perform the duties of the job involved. Newly created positions or vacancies are to be posted in the following manner: type of work, the place of work, the starting date, the rate of pay, the hours to be worked, and the classification.

(b) Any employee temporarily transferred from his classification to another classification within the bargaining unit shall be paid the rate of the position from which he is transferred or the rate of the position to which he is transferred, whichever, is higher.

(c) Temporary transfers shall be for a period of no longer than Thirty (30) calendar days, except in the event that both parties mutually agree to an extension of the Thirty (30) calendar day time period. In the event that it is not mutually agreeable to extend the temporary transfer beyond the Thirty (30) calendar day time period, the position shall then be considered an open position and posted for bidding from interested employees.

ARTICLE XI

NEW JOBS

(a) When new jobs are placed in operation during the term of this Agreement and they cannot be properly placed into an existing classification by mutual agreement between the parties, the Employer shall place

into effect a new classification and rate of pay for the job in question and he shall designate the classification and pay rate as temporary. The Employer shall notify the Union in writing of any such temporary job which has been placed into effect upon the institution of such job.

(b) The new classification and rate of pay shall be considered as temporary for a period of Thirty (30) calendar days following the date of written notification to the Union. During this period of Thirty (30) calendar days, but not thereafter during the life of this Agreement, the Union may request in writing the Employer to negotiate the classification, except as otherwise mutually agreed. In a case where the parties are unable to agree on the classification and/or rate of pay, the issue may be submitted to the grievance procedure. When a new classification has been assigned a permanent rate of pay, either as a result of the Union not requesting negotiations for the temporary classification during the specified period of time, or as a result of final negotiations, or upon resolving the matter through the grievance procedure, the new classification and rate of pay shall be added to and become a part of Schedule A of this Agreement.

ARTICLE XII

DISCIPLINE DISCHARGE

(a) When the Employer feels disciplinary action may be warranted, the employee shall be given written notice of such incident within ten (10) working days of the date it is reasonable to assume that the Employer became aware of the condition giving rise to the incident. The Employer shall take any disciplinary action by no later than the first regular Village Council meeting following the date of the employee first received the written notice.

(b) Any employee who is discharged or disciplined shall be given written notice specifying the reason for the discharge or written disciplinary action. The Union shall be furnished a copy of all such notices.

(c) Employees shall be subject to immediate dismissal for any of the following reasons: drunkenness, dishonesty, insubordination or willful violation of agreed upon Employer's rules.

ARTICLE XIII

LEAVE OF ABSENCE

(a) An employee who, because of illness or accident which is non-compensable under the Workman's Compensation Law, is physically unable to report for work and has exhausted all means of compensation from the Employer, shall be granted a leave of absence for a period up to one (1) year, which may extended upon mutual agreement between the parties, provided he promptly notifies the Employer of the necessity therefor and provided further that he supplies the Employer with a certificate from a medical or osteopathic doctor of the necessity for such absence and for the continuation of such absence when the same is requested by the Employer.

(b) Leaves of absence shall be granted for a period of time up to one (1) year, which may be extended upon mutual agreement between the parties for physical or mental illness, prolonged serious illness in the immediate family which includes husband, wife, children, or parents living in the same house.

(c) Leaves of absence may be granted for a specified period of time for training related to an employee's regular duties in an approved educational institution.

(d) Whenever an employee shall become pregnant, she shall, by the end of her fourth (4th) month furnish the Employer with a certificate from her physician stating the approximate date of delivery and any restrictions on the nature of work that she may be able to do and the length of time she may continue to work. When she is required to interrupt her employment upon the advice of her physician, she shall immediately be granted

a leave of absence. Normally an employee shall be expected to return to work three (3) months after delivery unless a doctor's certificate is furnished establishing the fact that she is not able to return to work at that time.

(e) The reinstatement rights of any employee who enters the military service of the United States by reason of an act or law enacted by the Congress of the United States or who may voluntarily enlist during the effective period of such law shall be determined in accordance with the provisions of the law granting such rights.

(f) Leaves of absence will be granted to employees who are active in the National Guards or a branch of the Armed Forces Reserves for the purpose of fulfilling their annual field training obligations, provided such employees make written request for such leave of absence immediately upon receiving their orders to report to such duty.

(g) Any employee in the bargaining unit who is elected or appointed to full-time position or office in the Union whose duties require his absence from work shall be granted a leave of absence for the term of such office or position.

(h) All reasons for leaves of absence shall be in writing stating the reason for the request and the approximate length of leave requested, with a copy of the request to be maintained by the Employer, a copy furnished to the employee and a copy sent to the Union.

(i) An employee, who meets all of the requirements as hereinbefore specified shall be granted a leave of absence without pay and he shall accumulate seniority during his leave of absence and he shall be entitled to resume his regular seniority status and all job and recall rights. Leaves of absence may be granted at the discretion of the Employer for reasons other than listed above when they are deemed beneficial to the employee and the Employer.

ARTICLE XIV

GRIEVANCE PROCEDURE

Definitions:

(a) A grievance shall be defined as an alleged violation of the express terms of this Agreement.

(b) The time elements in the Steps may be shortened, extended or waived upon written mutual agreement between the parties.

(c) For the purpose of processing grievances working days shall be defined as Monday through Friday, excluding all paid holidays.

(d) Any employee or Union grievance not presented for disposition through the grievance procedure within five (5) working days of the occurrence of the condition giving rise to the grievance, or within five (5) working days of the date it is reasonable to assume that the employee or the Union as the case may be, first became aware of the conditions giving rise to the grievance, unless, the circumstances made it impossible for the employee or the Union, as the case may be, to know prior to that date that there were grounds for such a claim, the grievance shall not hereafter be considered a grievance under this Agreement.

Step One.

(a) Any employee having a grievance shall discuss the grievance with his Department Chairman, and then if the grievance is not settled orally the employee may request a meeting with the Chief Steward to discuss the grievance.

(b) The Chief Steward then may submit the grievance in writing to the Department Chairman and the Village Business Office, stating the remedy or correction requested, plus the facts upon which the grievance is based and the alleged contract violation. The Employee and the Chief Steward shall sign the grievance.

Step Two.

(a) The Employer Representative shall then meet with a Business Representative of the Union at a time mutually agreeable to them, but by no later than fifteen (15) calendar days from the date of the written submission of the grievance.

(b) The Employer shall give his decision in writing within fifteen (15) working days of the meeting with the Business Representative of the Union, or no later than five (5) working days after the next regularly scheduled Village Council Meeting.

Step Three.

(a) If the appealing party is not satisfied with the disposition of the grievance at Step Two (2), they must request in writing the services of State Mediation, with a copy of such request furnished to the other party within ten (10) working days from the date of the decision rendered by the Employer Representative.

(b) Such appeal to State Mediation shall state the reason or reasons as to why the decision of the Employer Representative at Step Two (2) was not satisfactory.

Step Four.

(a) If the appealing party is not satisfied with the disposition of the grievance through the services of State Mediation, then within fifteen (15) calendar days from the date of the final State Mediation Meeting, the grievance must be submitted to Arbitration.

(b) The appealing party shall request the American Arbitration Association to designate one (1) Arbitrator who shall thereupon be accepted by both parties as the Arbitrator.

(c) The Arbitrator, the Union or the Employer may call any person as a witness in any arbitration hearing.

(d) Each party shall be responsible for the expenses of the witnesses that they may call.

(e) The Arbitrator shall not have jurisdiction to, subtract from or modify any of the terms of this Agreement or any written amendments hereof, or to specify the terms of the new Agreement, or to substitute his discretion for that of any of the parties hereto.

(f) The fees and expenses of the Arbitrator shall be borne equally by the parties.

(g) The Arbitrator shall render his decision in writing not later than Thirty (30) calendar days from the conclusion of the Arbitration Hearing.

(h) The decision of the Arbitrator shall be final and conclusive and binding upon all Employees, the Employer and the Union.

ARTICLE XV

HOURS AND WORK WEEK

(a) The regularly scheduled work week shall consist of forty (40) hours beginning at 12:01 A.M. Saturday and ending 168 hours thereafter.

(b) The normal work day shall be eight (8) consecutive hours.

Section 2. Overtime Rates Will Be Paid As Follows:

(a) Time and one-half (1½) will be paid for all time worked in excess of eight (8) hours in a twenty-four (24) hour period, all time worked in excess of forty (40) hours in one work week, for which overtime has not already been earned, provided such overtime has been authorized.

(b) Time and one-half (1½) will be paid for all hours worked on Sunday, provided such hours are overtime.

Section 3. Call Back.

Whenever an employee is required to return to work after the completion of his regularly scheduled working hours, he shall receive pay for the

actual time worked at the appropriate rate of pay or a minimum of four (4) hours pay at his straight time hourly rate, whichever is the greater.

Section 4. Reporting Pay.

Any employee called to work or permitted to come to work without having properly been notified that there will be no work, or who has not been notified that there is less than four (4) hours work, shall receive in such instances, a minimum of four (4) hours pay.

Section 5. Court Appearance.

Whenever an employee covered by this Agreement is required to appear in court at a time other than his normal working hours, in the performance of his job duties for the Employer, he shall be paid a minimum of two (2) hours pay at the appropriate rate of pay.

ARTICLE XVI

SICK LEAVE AND FUNERAL LEAVE

Section 1. Sick Leave.

(a) Each employee covered by this Agreement shall accumulate one (1) sick leave day per month in an individual single sick leave bank with a limit of seventy-eight (78) days accumulation.

(b) Sick leave shall be granted to an employee when he is incapacitated from the performance of his duties by sickness, injury, or for emergency medical, dental or optical examination or treatment. Sick leave shall also be granted when a member of the immediate family of the employee requires the care and attendance of the employee due to illness or injury in which case the Employer may request verification from a Medical Doctor.

(c) All employees covered by this Agreement shall be furnished with records of sick leave accumulated and taken during the month of January of each year.

(d) Upon separation or retirement each employee covered by this Agreement shall be paid in full for one-quarter (1/4) of all of his unused accumulated sick leave days.

Section 2. Funeral Leave.

All employees covered by this Agreement shall be granted three (3) working days off with pay for a death in the employee's immediate family. The immediate family shall be construed to mean one (1) of the following: husband, wife, children, parents, brother, sister, grandparents, grandchildren, mother-in-law, or father-in-law. Special cases may be called to the Village Council's attention. Additional time off may be granted by the Village Council, Mayor or authorized agent of the Village Council for necessary time to travel to distant states for funeral services and such time shall be deducted from the employee's individual sick leave bank.

Section 3. Personal Business Days.

All employees covered by this Agreement will be entitled to a total of three (3) days per year, for personal emergency and/or business leave, by first receiving permission of the Department Chairman in order to arrange for proper scheduling. If the employee does not use any or all of his personal business days during the year the unused personal business days shall be accumulated into the employee's individual sick leave bank.

ARTICLE XVII

HOLIDAYS

(a) The Employer will pay the normal days' pay for the following holidays, even though no work is performed by the employees.

New Year's Day

Thanksgiving Day

Memorial Day

Christmas Eve Day

Labor Day

Christmas Day

(b) Employees required to work on the above named holidays shall receive double time for hours worked in addition to their regular holiday

pay, with the exception of the employee who is scheduled to work the New Year's Day holiday as a part of his regular shift.

(c) In order to receive the holiday pay, the employee must work his last regularly scheduled day prior to the holiday, and his first scheduled work day following the holiday.

(d) If an employee is on vacation or sick leave on any of above named holidays, he shall be entitled to an additional day off with pay for the holiday or he shall receive eight (8) hours pay for the holiday.

(e) Employees off sick on the holiday or the day before or after the holiday may be required to submit medical proof of illness to receive holiday pay.

ARTICLE XVIII

INSURANCE PROTECTION

Section 1. Hospitalization Insurance.

The Employer shall pay the full cost of the Blue Cross-Blue Shield (MVF-1 Semi-private) including (D-45 and M Rider) Master Medical Option 4 Hospitalization Insurance coverage for the employees and his dependents.

Section 2. Life Insurance.

The Employer shall pay the total premium cost of a \$10,000.00 term life insurance policy for all of the employees covered by this Agreement.

ARTICLE XIX

PENSION PLAN

The Employer shall provide the C-2 pension plan for all of the employees covered by this Agreement through the Michigan Municipale Employee's Association.

ARTICLE XX

JURY DUTY

Employees requested to appear for jury qualification or service shall

receive their pay from the Employer for such time lost as a result of such appearance or service less any compensation received for such jury service.

ARTICLE XXI

VACATIONS

(a) All employees covered by this Agreement who have completed one (1) year of service shall receive three (3) weeks vacation with pay; after five (5) years of service, four (4) weeks vacation with pay; after ten (10) years of service, five (5) weeks vacation with pay.

(b) Vacation pay shall be computed and paid on the basis of forty (40) hours at the employee's straight time hourly rate of pay for each week of vacation or portion thereof to which the employee is entitled.

(c) Employees on sick leave or an approved leave of absence or termination of employment shall receive pro-rate vacation pay based upon 1/12 of the vacation allowance for each month of employment or major fraction thereof between his anniversary date and his termination date.

ARTICLE XXII

GENERAL

Section 1. Uniform Allowance.

Each employee covered by this Agreement shall be entitled to a total of two (2) clothing allowances per year to be used by the employee during the months of January and June of each year. Such clothing allowance shall not exceed \$75.00 for each of the specified months, with the employee to purchase his required clothing from a supplier of his choice, and then designate the supplier to bill the Employer for the amount of the purchases, in which case the Employer shall pay the supplier the specified billing, up to the amount allowed each employee for his uniform allowance.

Section 2. Cleaning Allowances.

Each employee covered by this Agreement shall receive a cleaning allowance, not to exceed \$100.00 per year, to cover the cost of cleaning and maintaining their uniform. The employee upon incurring such cleaning costs shall submit written receipts to the Employer for the amount of such cleaning, and the Employer shall then reimburse the employees the exact cost of such expenses up to the specified limit per year, with such reimbursement to be paid in a separate check by no later than one (1) month from the date the expenses were submitted to the Employer.

Section 3. Job Related Training.

The Employer agrees to pay the full tuition fee, plus all expenses occurred for any employee it so designates to attend a workshop, in service training seminar, self-improvement course, or other related professional growth activity of a nature specifically designated to provide on the job related improvement.

Section 4. Physical Examination.

The Employer shall pay the full cost of any physical examinations which are required of the employee by the Employer in the performing of his normal job duties by a physician or medical institution designated by the Employer, with the exception of the Parking Coordinator who may select a personal physician at a cost not to exceed the amount allowed other employees.

Section 5. Job Duties.

The employees covered by this Agreement shall not be required or expected to perform job duties which do not fall within the jurisdiction of the agreed upon Employer's rules.

ARTICLE XXIII

CLASSIFICATION AND COMPENSATION

The parties hereto agree that the employee covered by this Agreement

shall be considered engaged in the type of work and classifications as set forth on Schedule A attached hereto and made a part hereof by reference.

ARTICLE XXIV

BINDING EFFECTIVE AGREEMENT

This Agreement shall be binding upon the parties hereto, their successors and assigns.

ARTICLE XXV

SCOPE, WAIVER AND ALTERATION OF AGREEMENT

Section 1.

No Agreement, alterations, understanding, variation, waiver or modification of any of the terms or conditions contained herein shall be made by any employee or group of employees with the Employer unless executed in writing between the parties and the same has been ratified by the Union.

Section 2.

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions herein.

Section 3.

If any Article or Section of this Agreement or any supplements thereto should be held invalid by operation of law or by any tribunal or competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal, the remainder of this Agreement and Supplements shall not be effected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

Section 4.

Rights not relinquished by this Agreement are retained by the Employer.

ARTICLE XXVI

TERMINATION AND MODIFICATION

(a) This Agreement shall continue in full force and effect until February 28, 1981.

(b) If either party desires to terminate this Agreement it shall be Ninety (90) calendar days prior to the termination date give written notice of termination. If neither party shall give notice of termination or withdraws the same prior to the termination date of this Agreement, it shall continue in full force and effect from year to year thereafter subject to notice of termination by either party on Ninety (90) calendar days written notice prior to the current year of termination.

(c) If either party desires to modify this Agreement it shall Ninety (90) calendar days prior to the termination date give written notice 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 amendment 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.

(d) Notice of termination or modification shall be in writing and shall be sufficient if sent by Certified Mail to the Union. The International Union of Operating Engineers, Local #547, AFL-CIO, 13020 Paritan Avenue, Detroit, Michigan 48227 and if addressed to the Employer addressed to the Village of Dundee, 145 Riley Street, Dundee, Michigan 48131.

(e) The effective date of this Agreement is March 1, 1978.

IN WITNESS WHEREOF: the parties hereto have caused this instrument
to be executed.

THE VILLAGE OF DUNDEE

THE INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL #547, A-B-C, AFL-CIO

John R. Williams
Secretary

George E. Butcher
Village Clerk.

Robert B. Ross
Business Manager

Richard Samuel
William E. Williams
President

J. Gordon
Recording Corresponding Secretary

RHI:dgl

opeiu #10 afl-cio

SCHEDULE A

SALARY SCHEDULE

<u>Classification</u>	<u>3-1-78</u>	<u>3-1-79</u>	<u>3-1-80</u>
Parking Coordinator	\$4.00	\$4.45	\$4.85

(a) A newly hired employee shall be paid fifty-cents (.50¢) per hour less than the base rate of pay during the probationary period, and then shall be paid the specified base rate of pay upon completion of the probationary period.

(b) In the event that the Village of Dundee reinstates the Police Department, the Union reserves the right to represent all such employees as of the date the Police Department is reinstated.

(c) All present employees shall be allowed to maintain their present residency, but any employee hired after the effective date of this Agreement shall be required as a condition of employment to establish residency within the Village of Dundee.

dgl

opsiu #10 afl-cio