

1336

6/30/98

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

CITY OF GIBRALTAR

AND

TECHNICAL, PROFESSIONAL AND OFFICEWORKERS
ASSOCIATION OF MICHIGAN
(TPOAM)

REPRESENTING THE CLERICAL

Effective July 1, 1995 through June 30, 1998

Gibraltar, City of

CITY OF GIBRALTAR
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ARTICLE I
AGREEMENT

1.1: On this _____ day of _____, 1996, the City of Gibraltar, hereinafter referred to as the "City" or the "Employer" and the Technical, Professional and Officeworkers Association of Michigan, hereinafter referred to as the "Union" or "TPOAM", agree as follows:

ARTICLE II
PURPOSE AND INTENT

2.1: The general purpose of the Agreement is to set forth the wages, hours and other terms and conditions of employment which shall prevail for the duration of this Agreement, and to promote orderly and peaceful labor relations for the mutual interest of the City, its employees, and the Union. The parties recognize that the job security of the employees depends upon the Employer's success in providing proper service to the community under methods which will further, to the fullest extent possible, the economy and efficiency of operation, elimination of waste, realization of maximum quantity and quality of output, cleanliness, protection of property and avoidance of interruptions in the services provided by the City. To these ends the City and the Union agree to cooperate fully to secure the advancement and achievement of these purposes.

ARTICLE III
RECOGNITION

3.1: Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the City does hereby recognize the Union as the sole and exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours and other terms and conditions of employment for the term of this agreement on behalf of the Administrative Secretary-Water Department, Administrative Secretary-City Treasurer, Administrative Secretary-Department of Public Safety, Administrative Secretary-Department of Public Works, and Clerk-Typist. All other positions are hereby excluded.

ARTICLE IV
NON DISCRIMINATION

4.1: Neither the City nor the Union shall discriminate against any employee covered by this Agreement in a manner which could violate any applicable laws because of race, creed, color, national origin, age or sex. Any alleged violation of this Article and Section shall be submitted to the appropriate governmental

administrative agency and shall not be subject to the grievance procedure herein, unless mutually agreed upon by the parties.

ARTICLE V
MAINTENANCE OF MEMBERSHIP

5.1: Each employee who, on the effective date of this Agreement is a member of the Union, shall sign an authorization Dues Deduction Slip and shall do so with the understanding that the deduction shall continue for the length of the contract, and as a condition of continued employment by the City.

5.2: Newly hired, transferred, or hired employees may at their option voluntarily join the Union after thirty (30) days. Once said employee joins the Union, he/she shall pay Union Dues for the length of this Agreement, and as a condition of continued employment by the City.

5.3: The Union agrees to indemnify and hold harmless the City against any and all claims arising out of, or by reason of the Employer's compliance with the Union's request for discharge of any employee refusing to pay dues after joining the Union.

ARTICLE VI
DUES- DEDUCTION

6.1: Checkoff. Upon receipt of a signed authorization from an employee in the form set forth below, the regular monthly dues of the Union or agency/service fee shall be deducted from such employee's pay. The local union shall notify the City of the amount to be deducted in writing. Deductions shall be made in a manner that is mutually agreeable to the local union and the City, such deductions shall then be remitted promptly to the offices of the TPOAM.

6.2: Indemnification. The Union shall indemnify the City and any Department of the City and hold it harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken by the City or any Department of the City for the purposes of complying with the provisions of Article VI.

6.3: Form For Dues Deduction.

AUTHORIZATION FOR CHECK OFF
UNION DUES AND INITIATION FEE OR
AGENCY/SERVICE FEE

I hereby authorize the City of Gibraltar to deduct from my earnings:

_____ The regular monthly dues in the amount certified by the local union.

(I understand that I have no legal obligation to become a member of the Union).

_____ Further, I authorize the remittance of such amount to said Union in accordance with the currently effective Agreement between the City of Gibraltar and the Union. I hereby waive all right and claim for said monies so deducted and transmitted in accordance with this authorization and further and separately relieve the City and any Department of the City, the Union and their officers, representatives or agents from liability thereof.

Date: _____

NAME

SIGNATURE

ARTICLE VII
REPRESENTATION

7.1: The employees of the bargaining unit shall be represented by one (1) steward who shall be an employee of the City within the bargaining unit and may be selected in a manner as determined by the Union. The employees shall also be represented by an Agent of the TPOAM as is necessary.

7.2: Notification to the steward, shall constitute notification to the Union for purposes of this Agreement. The City shall not be required to recognize any employee as steward unless and until the Union has duly certified to the Employer in writing that the employee has been designated as the steward.

7.3: The Business Agent of the Union must notify the City or its designated representative prior to his or her appearance on City property for purposes of consulting with any bargaining unit employee concerning Union business. Such permission shall not be arbitrarily withheld. Union business shall not be conducted during

regular business hours unless it involves the health, safety, or welfare of the employee, or is otherwise approved by the City Administrator.

ARTICLE VIII
BULLETIN BOARD

8.1: The City shall provide a bulletin board in the Police Department facilities where the employees report for work. The board shall be used only for notices with regard to recreational and social affairs of the Union, Union meetings, Union elections. Reports of the Union, rules and policies of the Union etc.

8.2: Notices and announcements shall not contain anything political or anything reflecting upon the City, any of its employees, or any labor organization, and no material, notices or announcements which violate the provision of this Article shall be posted.

ARTICLE IX
HEALTH AND SAFETY

9.1: The City agrees to adhere to the State, Federal and local government laws and regulations concerning the safety and health of all employees while on the job. Any alleged violation of this Article and Section shall be submitted to the appropriate governmental administrative agency and shall not be subject to the grievance procedure herein, unless mutually agreed upon by the parties.

ARTICLE X
NO STRIKE NO LOCKOUT

10.1: Under no circumstances will the Union cause to strike or allow its members to interfere with the operations of the City during the term of this Agreement.

10.2: The Union shall promptly instruct the involved employees that their conduct is in violation of the contract, and they are subject to discipline by the City, up to and including discharge.

10.3: The Employer agrees not to lockout employees during the term of this Agreement.

ARTICLE XI
GRIEVANCE PROCEDURE

11.1: A grievance shall be defined as an alleged violation, misinterpretation, or misapplication of a specific article and section of this collective bargaining agreement as it relates to a specific member of this bargaining unit. The "grievance procedure" specified herein shall not apply to any matter which is prescribed by federal or state law, or regulations, or over which the Employer has no power to act. No Employer prerogative shall be made the subject of the grievance procedure. If a grievance arises, there shall be no stoppage of, or suspension of work, but said grievance shall be submitted to the following grievance procedure, which shall be the exclusive remedy for a violation of this Agreement.

11.2: Should a grievance arise between an employee and the City an earnest effort shall be made by all parties to resolve such grievance promptly and the following procedure shall be adhered to:

Step One. An informal conference between the employee and his/her supervisor shall be conducted within ten (10) days of knowledge of said grievance. IN NO EVENT SHALL ANY GRIEVANCE BE BROUGHT MORE THAN ONE (1) YEAR AFTER THE OCCURRENCE OF THE EVENT UPON WHICH IT IS FOUNDED. The employee may request that his/her steward be present at that meeting and such request shall not be denied.

Step Two. In the event the grievance cannot be resolved in Step One, it shall then within ten (10) working days of the occurrence of Step One be reduced to writing and submitted to the City Administrator. The City Administrator shall then give to the Union a written answer within the next ten (10) working days. If the grievance is not appealed by the Union to the next step within an additional ten (10) working days, such answer shall be considered as settlement of the grievance.

Step Three. In the event the grievance cannot be resolved in the above steps, the grievance shall be submitted to arbitration, in accordance with the following:

- A. Arbitration shall be invoked by the Union serving written notice on the Employer of intent to arbitrate within fifteen (15) working days of the Step Two answer.
- B. Both parties will attempt to mutually agree on an arbitrator. If the parties cannot do so, the Union will make a request to the Federal Mediation and Conciliation Service (FMCS) for the selection of an arbitrator in accordance with the applicable rules.

- C. The decision of the arbitrator shall be final and binding on all parties involved.
- D. The expenses of the arbitrator shall be shared equally by the parties. Each party shall make arrangements for and pay the expenses of witnesses which are called by them.
- E. Grievances that pertain to discharge or discipline shall be automatically filed at the Step Two level.

11.3: All time limits may be waived by mutual consent of all parties involved, otherwise they shall be strictly adhered to and time shall be construed to be the essence of this Agreement.

11.4: Should the Union fail to move the grievance to the next step of the grievance procedure within the time limitations set forth herein, the grievance shall be conclusively presumed to be settled on the basis of the last Employer answer. In the event that the Employer shall fail to respond to a grievance within the time limitations specified in this Agreement, the Union shall have the right to move the grievance to the next step of the grievance procedure without awaiting the Employer response.

ARTICLE XII
SENIORITY

12.1: Seniority is hereby defined as the length of an employee's continuous service with the City.

12.2: All employees shall serve a probationary period of six (6) months. In the event that the performance of the employee is marginal during the probationary period, the Employer in its sole discretion shall have the right to extend the probationary period for an additional six (6) months.

12.3: Seniority shall be lost only if the following occurs:

- A. The employee quits.
- B. The employee is discharged and the discharge is not reversed at a later date.
- C. The employee retires.
- D. The employee is laid off for a period that exceeds the amount of time he/she has worked or two years, whichever is greater.
- E. The Employee is absent without notification for five (5) days.

12.4: All layoffs shall be in reverse order of seniority. The layoff of employees shall be in the reverse order of seniority to the extent that the remaining employees are qualified to perform the work of the laid off employee. In the event that the more senior employee is not capable of performing the remaining work, the employee shall be laid off and the less senior employee retained.

12.5: All recalls shall be in the order of seniority. The recall of employees after layoff shall be in the order of seniority to the extent that the senior employee is capable of performing the job duties of the position to which he/she is being recalled. In the event that the senior employee is not able to perform the job duties, the most senior employee capable of performing the duties will be recalled.

ARTICLE XIII
LEAVES

13.1: Bereavement Leave. If a death occurs among the below listed members of an employee's immediate family, such employee shall be granted three (3) bereavement leave days with pay per death. Additional days off without pay may also be granted by the City Administrator based on individual circumstances. Days off for persons not listed may also be granted by the City Administrator. The decision of the City Administrator shall not be subject to the grievance procedure.

A. Immediate Family. Spouse, child, brother, sister, parent, grandparents, parent-in-law, and grandchild.

13.2: Employees will be granted one (1) working day of bereavement leave to attend the funeral of the following:

brother-in-law sister-in-law
son-in-law daughter-in-law
grandparents-in-law
person residing in the employee's household

13.3: An employee will be permitted to take two (2) additional days off with pay if the funeral takes place outside of a 300 mile radius and the employee attends the funeral. Proof of attendance at the funeral is required if requested by the Employer.

13.4: Personal Leave. An employee shall be entitled to four (4) personal leave days with pay per year for personal business. Said personal business leave days shall be scheduled and taken only on the authorization of the City Administrator.

13.5: Personal leave days are intended to allow the employee time off to conduct business during regular working hours that cannot be accomplished at other times of the day. An employee taking personal leave days will not be required to divulge the nature of his/her business.

13.6: Sick Leave. Employees within the bargaining unit shall retain their accumulated sick leave days on signing of this agreement. Effective July 1, 1987, the following sick leave plan shall take effect:

- A. Each employee shall earn one (1) day of sick leave credit for each month of service rendered, not to exceed an aggregate of twelve (12) days per calendar year.
- B. Each employee may accumulate an unlimited amount of sick leave days. A maximum of seventy-five (75) unused sick leave days will be paid to the individual employee upon leaving the employ of the City for any reason. Effective June 30, 1995, an employee retiring from the City will be paid up to a maximum of eighty (80) unused sick leave days.
- C. In the event the employee dies, compensation equal the amount provided in "B" above shall be paid to the employee's dependents, or to the estate.
- D. On July 1, of each year accumulated unused sick leave credits shall be carried forward with a total sick time accumulation of unlimited amount. Each employee will then be notified, in writing, as to his/her total accumulation.
- E. An employee who does not use sick leave afforded by this Agreement shall earn bonus days according to the following schedule:

<u>DAYS USED</u>	<u>BONUS DAYS EARNED</u>
0	5
1	3
2	1
3	0

13.7: Medical Leaves. A doctor's certificate stating that the employee is unable to work and the reason therefor may be required for a medical leave in excess of three (3) consecutive working days. Before returning to work, the employee must present a doctor's statement attesting to his/her fitness to return to work. The employee upon request shall make himself/herself available for a medical examination by a duly licensed physician selected by the City for the purpose of establishing the ability of the employee to

perform assigned tasks and duties required by employment with the City.

13.8: General Leaves of Absence. Seniority employees will be eligible for leaves of absence without pay. A leave will be granted, denied or extended in the discretion of the City Council upon written request from a bargaining unit member who shall state the length of leave requested. In no event shall a leave under the provisions of this section be granted for a period longer than six (6) calendar weeks in any calendar year, except when otherwise required by law. General Leaves shall be at no loss in seniority to the individual employee.

13.9: Vacation Leave. Employees shall be eligible for annual vacations with pay according to the following schedule:

- A. Employees with zero (0) to five (5) years of continuous service shall be granted ten (10) vacation leave days.
- B. Employees with five (5) to ten (10) years of continuous service shall be granted fifteen (15) vacation leave days.
- C. Employees with over ten (10) years of continuous service shall be granted twenty (20) vacation leave days.

13.10: Continuous service for this purpose shall be measured by reference to the original date of hiring with the City.

13.11: Employees shall be afforded a reasonable time to designate their vacation preference. In the event there is a conflict between two or more employees, seniority shall prevail, so long as the absence does not unduly interrupt the operation of the City. In no event shall any vacation be taken without the prior approval of the City Administrator or his designee.

13.12: Eligibility. Employees shall become eligible for vacation after having served one complete year of service to the City.

13.13: Illness. Illness certified by a doctor's certificate occurring during an employee's scheduled vacation shall be charged to the individual employee's accumulated sick leave and not to vacation time.

ARTICLE XIV
MILEAGE

14.1: In the event an employee is requested to use his/her own vehicle for City business, he/she shall be remunerated for the miles traveled at the applicable rate allowed by the Internal Revenue Service at that time. An attempt will be made by the City to provide a vehicle for the employee to use.

ARTICLE XV
HOLIDAYS

15.1: Holidays with pay at regular rate shall be:

New Year's Eve	Veterans Day
New Year's Day	Thanksgiving Day
Good Friday	Day After Thanksgiving
Floating Holiday	Christmas Eve
Memorial Day	Christmas Day
July 4th	Employee's Birthday
Labor Day	

15.2: Should any of the above days fall on an employee's leave day he/she shall receive the holiday pay at the regular rate.

15.3: Employees working on a holiday shall receive pay at time and one-half (1½) of the regular rate, in addition to holiday pay.

15.4: No employee shall take the floating holiday provided for herein without the prior written approval of the City Administrator.

ARTICLE XVI
INSURANCE

16.1: The City shall provide all employees covered by the Agreement with the following insurance protection, at full cost to the City:

- A. \$40,000 Life Insurance on the individual employee.
- B. \$40,000 Accidental Death Insurance on the individual employee.
- C. Blue Cross-Blue Shield Plan 8, Comprehensive Major Medical, CMM 250 providing for 80% coverage after a \$250.00 deductible, and providing for a \$5.00 co-pay on the drug rider. The Employer shall reimburse the employee the first \$1,000.00 of the co-pay, upon submission of paid receipts by the

employee. If the employee does not use any part of the \$1,000.00 co-pay, the city will reimburse the employee one-half (1/2) of the amount of the deductible. All reimbursements are based on 1 year coverage.

1. A duplicate health care benefit of \$1,000/year will be provided to an employee who "opts-out" of the health insurance plan. An employee who "opts-out" and accepts the duplicate health care benefit may "opt-back-into" the City's coverage at any time under the insurance carrier's contractual rules.
 2. The City reserves the right to select alternative insurance carriers and to bid out insurance coverage at any time during the duration of this contract; however, the coverage provided must be substantially equal to or greater than the current coverage.
 3. An on-going health care committee composed of employees and administrators to present recommendations to the City Administrator concerning the CMM-250 health care insurance plan shall be established.
- D. Dental: The City shall continue its current dental coverage during the term of this Agreement. The parties agree that they will negotiate any change necessitated by the refusal of the carrier to continue coverage under this agreement.
- E. Optical Coverage: The City shall continue the present optical coverage. The parties agree that they will negotiate any change necessitated by the refusal of the carrier to continue coverage under the Agreement.
- F. Retiree Health Insurance.
1. The City shall continue retirees under the health plan provided for herein, and shall contribute to the premium therefore to the extent of four percent (4%) of the premium for each year of service to the City by the employee, to a maximum of one hundred percent (100%). The employee shall be responsible for the balance and shall pay it to the City in any manner prescribed by the City Treasurer. At retirement, the City shall provide health care coverage to the employee's spouse and

contribute to the premium therefore to the same extent that the Employer pays the premium for the employee. Thus, an employee with twenty (20) years of service shall be entitled to an eighty percent (80%) contribution of the health care premium for both the employee and the employee's spouse. However, any increase in premium attributable to the spouse after the employee retires shall be borne equally between the Employer and the employee.

In addition, should the employee or the employee's spouse have health care coverage available to them through any alternative source at a cost equal to or less than the premiums which are borne by the Employer, then the employee and the spouse shall be required to obtain and pay for alternative insurance coverage.

2. Health insurance costs for retirees shall be paid by the pension plan as long as the retiree remains a member of the Plan.
3. Employees understand and agree that when an individual reaches age sixty-five (65), any City-paid insurance will be supplemental to Medicare. Should the Medicare system no longer exist, the City will continue to provide retiree health care coverage per the requirements of this contract.
4. See Memorandum of Understanding at end of contract.

ARTICLE XVII PENSION

17.1: The City shall continue the present pension covering employees of the bargaining unit. However, the City reserves the right to investigate alternative retirement plans with the concept of modification of the current plan as the goal. It is further agreed that no implementation of any alternative plan will occur without the approval of the Union.

ARTICLE XVIII LONGEVITY

18.1: Longevity shall be paid each year on December 1st on the following basis:

On completion of 5 years of service: \$500.00
On completion of 7 years of service: \$700.00

ARTICLE XIX
HOURS OF WORK AND PAY

19.1: The normal work week shall be forty (40) hours and the normal work day shall be eight (8) hours including a thirty (30) minute lunch break. The starting time, quitting time, break time and lunch time shall be determined by the City Administrator or his designee.

19.2: Hours worked in excess of the normal work day and the normal work week shall be paid at the time and one-half (1½) rate.

19.3: Call-in-Pay. In the event an employee is called to work either before or after his/her regularly scheduled shift, he/she shall be compensated at the time and one-half (1½) rate with a minimum of two (2) hours rounded to the next closest full hour for time in excess of the minimum.

19.4: Compensatory Time. The parties agree to study the issue of compensatory time off for employees of this bargaining unit during the term of this Agreement.

19.5: Flex Time. The parties agree to experiment with the concept of flex time scheduling. A flex time request will be initiated by an employee and may be scheduled only with the approval of the City Administrator, or his designee. The experiment with flex time may be terminated at any time by either party upon notice to the other.

ARTICLE XX
JURY DUTY

20.1: In the event an employee is subpoenaed to serve on any jury he/she shall be reimbursed the difference between his/her regular pay rate and what he/she was paid by the Court for the days served. The employee shall be allowed such time off as is necessary to serve on the jury.

ARTICLE XXI
MANAGEMENT RIGHTS

21.1: The City, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, the City Charter, the Gibraltar Code and any modifications made thereto, and any resolution passed by City elected or appointed officials. Further, all rights which ordinarily vest in and are exercised by employers except such as are specifically relinquished

herein are reserved to remain vested in the City, including but without limiting the generality of the foregoing rights (a) to manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools and equipment to be used, and the discontinuance of any service material or methods of operation; (b) to introduce new equipment, methods, machinery or processes, change or eliminate existing equipment and institute technological changes, decide on materials, supplies, equipment and tools to be purchased; (c) to subcontract or purchase any or all work processes or services, or the construction of new facilities or the improvement of existing facilities so long as the implementation of this language does not result in a reduction of current staff members; (d) to determine the number, location and type of facilities and installations; (e) to determine the size of the work force and increase or decrease its size; (f) to hire, assign and lay off employees, to reduce the work week or the work day or effect reductions in hours worked by combining layoffs and reductions in work week or work day; (g) to permit municipal employees not included in a bargaining unit to perform bargaining unit work when in the opinion of management this is necessary for the conduct of municipal services so long as the implementation of this section does not result in the reduction of any members of the current staff; (h) to direct the work force, assign work and determine the number of employees assigned to operations; (i) to establish, change, combine or discontinue job classifications and prescribe and assign job duties, content and classifications, and to establish wage rates for new or changed classification; (j) to determine lunch, rest periods and clean-up times, the starting and quitting time and the number of hours worked; (k) to establish work schedules; (l) to discipline and discharge employees for cause; (m) to adopt, revise, and enforce working rules and personnel policies, and carry out cost and general improvement programs; (n) to transfer, promote and demote employees from one classification, department or shift to another; (o) to select employees for positions and to determine the qualifications and competency of employees to perform available work.

Furthermore, the City, as employer, shall retain as management rights any and all powers and rights over wages, hours and other conditions of employment not expressly abrogated in this Agreement.

ARTICLE XXII
WAGES

22.1:

POSITION	<u>7-1-95</u>	<u>7-1-96</u>	<u>7-1-97</u>
Administrative Secretary-Treasurer	12.57	13.01	13.47
Administrative Secretary-DPW	12.57	13.01	13.47
Administrative Secretary-Water	12.57	13.01	13.47
Administrative Secretary-DPS	12.57	13.01	13.47
Administrative Secretary-Probation	8.75	9.06 ^{10.41}	9.38
Clerk-Typist	8.31	8.60	8.90
Clerk-Typist Probation	6.75	6.99	7.23

22.2: New Hire Wage Scale. Persons hired after the ratification date of this Agreement will hire in at eighty percent (80%) of the current wage rate for their position and will reach one hundred percent (100%) of the current wage rate for their position after five (5) years of service. The wage increases to such individuals will be in equal increments on the employee's anniversary date.

ARTICLE XXIII
SAVINGS CLAUSE

23.1: This Agreement and the various parts and sentences and clauses thereof are hereby declared to be severable and if any part, sentence, paragraph, article, section or clause, is adjudged void, unconstitutional or invalid, the same shall not affect the validity of this Agreement as a whole or any part hereof other than the part declared unconstitutional or invalid.

ARTICLE XXIV
DURATION

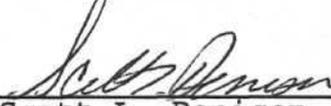
24.1: This Agreement shall continue in full force and effect until June 30, 1998 after which it shall continue in full force and effect thereafter unless written notice is given by one party to the other, not less than sixty (60) nor more than ninety (90) days prior to any expiration date, that it desires to renegotiate this Agreement.

IN WITNESS WHEREOF, the parties hereto have affixed their signatures this 3rd day of July, 1996.

TECHNICAL, PROFESSIONAL AND
OFFICEWORKERS ASSOCIATION
OF MICHIGAN

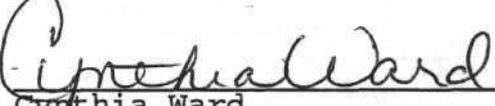

Wayne Beerbower
Business Agent

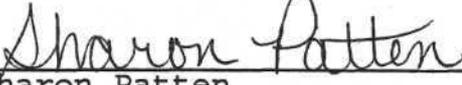
CITY OF GIBRALTAR


Scott L. Denison
Mayor

GIBRALTAR TECHNICAL,
PROFESSIONAL AND OFFICEWORKERS
ASSOCIATION


Donna Jasinski
President


Cynthia Ward
City Clerk


Sharon Patten

MEMORANDUM OF UNDERSTANDING

Notwithstanding the language set forth in Paragraph F of Section 16.1 of Article XVI, INSURANCE, if eligible to retire under the terms of the current retirement system and if employees Sharon LeGault and Nancy Grant choose to retire with twenty-four (24) years of service, and employee Donna Jasinski chooses to retire with twenty-one (21) years of service, upon retirement, these three individuals and their spouses, if applicable, will receive full health care coverage as provided in the agreement. The parties further agree that they will meet to discuss the issue of fully paid employee and spouse health insurance coverage for Sharon Patten, when she chooses to retire.

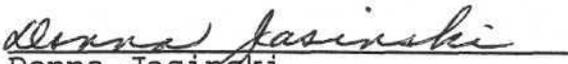
TECHNICAL, PROFESSIONAL AND
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Wayne Beerbower
Business Agent

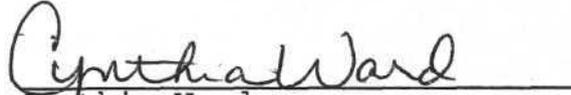
CITY OF GIBRALTAR


Scott L. Denison
Mayor

GIBRALTAR TECHNICAL,
PROFESSIONAL AND OFFICEWORKERS
ASSOCIATION


Donna Jasinski
President


Sharon Patten


Cynthia Ward
City Clerk