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AGREEMENT

BETWEEN

THE COUNTY OF IRON

AND

THE IRON COUNTY SHERIFF'S DEPARTMENT EMPLOYEES'
UNIT OF LOCAL #1424
MICHIGAN COUNCIL #25, AFSCME, AFL-CIO

Iron, County of

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AGREEMENT

This Agreement entered into on this first day of January, 1984, between the County of Iron, a municipal corporation of the State of Michigan, (hereinafter referred to as the "EMPLOYER") and Iron County Sheriff's Department Employee, Unit of Local #1424, affiliated with the International Union of the American Federation of State, County, and Municipal Employees, AFL-CIO and Council #25 (hereinafter referred to as the "UNION").

PURPOSE AND INTENT

The general purpose of this 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, and 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 representatives at all levels and among all employees.

ARTICLE 1. RECOGNITION. Employees Covered.

(a) Pursuant to and in accordance with all applicable provisions of Act 379 of Public Acts of 1965, 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 the employees of the Employer included in the bargaining units described below:

(b) All full-time deputies, sergeants, chief deputies, excluding the Sheriff, Undersheriff, all matrons, turnkeys, kitchen employees, temporary, and part-time employees.

(c) A part-time employee is defined as an employee who is regularly scheduled to work thirty-two (32) hours or less per week.

(d) A temporary employee is defined as an employee hired to augment the work force seasonally or during periods of peak workload or to replace regular full-time employees who are on leave of absence. Temporary employees replacing employees who are on leave of absence shall not be eligible for union membership. In the event any other temporary employee works more than 1664 straight hours in on (1) year, the position occupied by the employee shall be considered a regular full-time position and shall be subject to the job posting and bidding provisions of this agreement. Should a regular full-time position filled by a temporary employee as a result of a leave of absence become vacant through the resignation or failure of the employee on leave of absence to return, such position shall be subject to the job posting and bidding provisions of this agreement. In the event the position is awarded to an incumbent temporary employee, said employee shall be eligible to become a member of the Union and rank for seniority purposes based on the cumulative total of actual working days starting from date of original hire.

ARTICLE 2. LANGUAGE.

Wherever, in this agreement the masculine or feminine pronouns "man", "men", "he", "she", or related pronouns may appear, they have been used for literary purposes and include humankind - both female and male sexes.

ARTICLE 3. AID TO OTHER UNIONS.

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

ARTICLE 4. UNION SECURITY. (Agency Shop.)

(a) 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 a condition of continued employment, to continue membership in the Union or pay a service fee to the Union equal to dues and initiation fees uniformly charged for membership for the duration of this Agreement.

(b) Employees covered by this Agreement who are not members of the Union at the time it becomes effective shall be required as a condition of continued employment to become members of the Union or pay a service fee equal to dues and initiation fees required for membership commencing one hundred twenty-two (122) days after the effective date of this Agreement, and such condition shall be required for the duration of this Agreement.

(c) Employees hired, rehired, reinstated or transferred 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 the Union or pay a service fee to the Union equal to dues and initiation fees required for membership for the duration of this Agreement, commencing the one hundred twenty-second (122nd) day following the beginning of their employment in the unit.

ARTICLE 5. MANAGEMENT RIGHTS.

The County, on its own behalf and on behalf of the electors, and the Sheriff of Iron County, on his own behalf, hereby retain and reserve unto themselves, all powers, rights, authority, duties, and responsibilities conferred upon and vested in them by the laws and the Constitutions of the State of Michigan and the United States. Further, except as clearly, expressly, and specifically limited by the provisions of this agreement, the management of the Sheriff's Department and the direction of working force including the right to determine the size and deployment of work force, to direct, plan and control law enforcement operations, to hire, layoff, recall, transfer, promote, demote, suspend for cause, discipline and discharge any employees for cause, to introduce new and improved operating methods and/or facilities, and to change existing operating methods and/or facilities, to set policies for the department, and to manage in the traditional manner are vested exclusively in the Sheriff.

ARTICLE 6. DUES CHECK OFF.

(a) The Employer agrees to deduct from the wages of any employee, who is a member of the Union, all Union membership dues and initiation fees uniformly required, if any, as provided in a written authorization in accordance with the standard form used by the Employer herein (see paragraph d), provided, that the said form shall be executed by the employee. The written authorization for Union dues deduction shall remain in full force and effect during the period of this contract and may be revoked only by written notice given during the period thirty (30) days immediately prior to the expiration of this contract. The termination notice must be given both to the Employer and the Union.

(b) Dues and initiation fees will be authorized, levied and certified in accordance with the Constitution and By-Laws of the Local Union. Each employee and the Union hereby authorize the Employer to rely upon and to honor certifications by the Secretary-Treasurer of the Local Union, regarding the amounts to be deducted and the legality of the adopting action specifying such amounts of Union dues and/or initiation fees.

(c) The Employer agrees to provide this service without charge to the Union.

(d) See Exhibit A.

ARTICLE 7. REPRESENTATION FEE CHECK OFF.

(a) The Employer agrees to deduct from the wages of any employee who is not a member of the Union, the Union representation fee as provided in a written authorization in accordance with the standard form used by the Employer herein (see paragraph d), provided, that the said form shall be executed by the employee. The written authorization for representation fee deduction shall remain in full force and effect during the period of this contract and may be revoked only by written notice, given during the period thirty (30) days immediately prior to expiration of this contract. The termination notice must be given both to the Employer and to the Union.

(b) The amount of such representation fee will be determined as set forth in Article 6 of this Agreement.

(c) The Employer agrees to provide this service without charge to the Union.

(d) See Exhibit A.

ARTICLE 8. REMITTANCE OF DUES AND FEES.

(a) When Deductions Begin.

Check-off deductions under all properly-executed authorizations for check-off shall become effective at the time the application is signed by the employee and shall be deducted from the first pay period of the month and each month thereafter.

(b) Deductions for any calendar month shall be remitted to such address designated to the financial officer of Michigan Council #25, AFSCMe, AFL-CIO, with an alphabetical list of names and addresses of all employees from whom deductions have been made no later than the fifth (5th) day of the month following the month in which they were deducted.

(c) The Employer shall additionally indicate the amount deducted and notify the financial officer of the Council of the employment status, are no longer subject to deductions and further advise said financial officer by submission of the previous month's remittance of dues.

ARTICLE 9. HOLD HARMLESS.

The Union shall indemnify and save the Employer harmless from any liability resulting from any and all claims, demands, suits, or any other action arising from compliance with Sections 5, 6, and 7 of this Agreement and Exhibit A.

ARTICLE 10. UNION REPRESENTATION.

It is mutually recognized that the principal of proportional representation which reflects the increase and decrease in the work force is a sound and sensible basis for determining proper representation.

ARTICLE 11. STEWARDS AND ALTERNATE STEWARDS.

(a) The employees of the Sheriff's Department shall be represented by one (1) steward on each shift, who shall be a regular employee working in that group classification and on that shift. During overtime periods, an alternate steward may be appointed by the president of the Union.

(b) The stewards, without loss of time or pay, during the last half hour of employment, or at a mutually agreeable time, shall investigate with permission of the Supervisor and present grievances to the Employer.

ARTICLE 12. SPECIAL CONFERENCES.

(a) Special conferences for important matters will be arranged between the local president and the Employer or its designated representative upon the request of either party. Such meetings shall be between at least two (2) representatives of the Union, and two (2) representatives of the Employer. 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 conferences shall be confined to those included in the agenda, and shall be held at a time and place mutually agreeable to the parties. The members of the Union shall not lose time or pay for time spent in such special conferences. This meeting may be attended by a representative of the Council and/or a representative of the International Union.

(b) The Union representative may meet at a place designated by the employee on the Employer's property for at least one-half hour immediately preceding the conference with the representative of the Employer, for which a written request has been made.

ARTICLE 13. GRIEVANCE PROCEDURE.

(a) The term grievance shall mean an allegation that a breach, misinterpretation, or improper application of this agreement has occurred. It is the intent of the parties to this agreement that the grievance procedure set forth shall serve as the sole means for the peaceable settlement of all grievances that may arise between them as the application and interpretation of this agreement or condition of employment, without any interruption or disturbances of any sort whatsoever in the normal operations of the Employer. Employees are required to follow and to use this procedure in case they have any grievances which they wish to be considered and settled. Any grievance shall be presented as soon after its occurrence or after its coming to the attention of the aggrieved employee as is reasonably possible without interruption of work; but in any event the grievance, in order to become the basis for a claim must be presented within ten (10) calendar days after the employee know or should have know if he exercised reasonable diligence and attention of the occurrence or non-occurrence of the event upon which the grievance is based.

- Step 1: The grievance shall be presented to the Sheriff or Undersheriff within ten (10) calendar days after the employee know or should have known that the cause of the grievance had occurred. Step 1 grievances may be discussed with the employee's immediate supervisor during working hours by the aggrieved employee and his steward, if desired. If the grievance is not resolved at this meeting, it may be presented in writing and appealed to Step 2 of the grievance procedure.
- Step 2: (a) Grievances not adjusted by the Sheriff or Undersheriff shall be reduced to writing and shall be dated and signed by the employee involved. The written grievance shall, within the employee's first ten (10) calendar days after answer in Step 1 above, be presented by either the employee and his steward, if desired, to the Sheriff or Undersheriff, for written, signed disposition. If such presentation is made by the Steward, he shall countersign the grievance. A meeting between representatives of the Union, the Sheriff, and the County Board shall be arranged to discuss the grievance, immediately following submission of the written grievance. Both the Sheriff and the County Board of Commissioners, or its designated representative, shall furnish a written, signed disposition to the employee and his steward within the first ten (10) calendar days after such written grievance is presented.
- (b) The Union representative may meet at a place designated by the Employer on the Employer's property for at least one-half hour immediately preceding a meeting with the representatives of the Employer for which a written request has been made.
- (c) The local unit chairman or his representative shall be allowed time off his job without loss of time or pay, to investigate a grievance he is to discuss with the Employer.
- Step 3: (a) If the grievance remains unsettled, and the Union wishes to carry it further, the steward shall refer the matter to Council #25.

(b) In the event that Council 25 wishes to carry the matter further, it shall, within fifteen (15) calendar days after answer to Step 2, meet with the Sheriff and the County Board of Commissioners or its designated representatives, for the purpose of attempting to resolve the dispute. If the dispute remains unsettled, and the Council wishes to carry the matter further, the Council shall file within thirty (30) calendar days a demand for arbitration. If the parties fail to agree to an arbitrator, an arbitrator will be selected by the American Arbitration Association. In the event of disagreement between the Sheriff and the County Board of Commissioners or its designated representative, the grievance shall be deemed denied.

(c) The decision of the arbitrator shall be final and binding on the parties, and the arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument.

(d) Expenses for the arbitrator's services and the proceedings shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pay for the record and make copies available without charge to the other party and to the arbitrator.

(e) If the Sheriff or his designated representative fails to tender a disposition within the time limits established herein, the grievance shall be settled in accordance with the grievant's last demand.

(f) Any grievance not appealed within the time limits shall be deemed settled on the basis of the Employer's last answer.

ARTICLE 14. COMPUTATION OF BACK WAGES.

No claim for back wages shall exceed the amount of wages the employee would otherwise have earned at his regular rate, unless overtime was involved.

ARTICLE 15. DISCHARGE OR SUSPENSION.

(a) Discharge or suspension of any employee will automatically be referred to special conference. Such special conference shall be held within five (5) working days from the date of discharge or suspension. Disposition of conference shall be issued in writing.

REPRIMANDS: Any subject matter which could be construed as detrimental to an employee's future promotion, transfer, present or future employment, such employee shall be notified in writing with a copy mailed to the chief steward.

(b) If the results of the special conference is not satisfactory, the discharge or discipline shall be submitted to the third step of the grievance procedure. In imposing any discharge or discipline the Employer shall not take into account any infraction over two (2) years past.

ARTICLE 16. SENIORITY. Probationary Employees.

(a) New employees hired in the unit shall be considered as probationary employees for the first one hundred twenty-two (122) calendar days of their employment. The one hundred twenty-two (122) calendar days probationary period shall be accumulated within not more than one year. When an employee finishes the probationary period, by accumulating one hundred twenty-two (122) calendar days of employment within not more than one year, he shall be entered on the seniority list of the unit and shall rank for seniority from the day one hundred twenty-two (122) days prior to the day he completes the probationary period.

(b) The Union shall represent probationary employees for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in Article (1) of this Agreement, except discharged and disciplined employees for other than Union activity.

(c) Seniority shall be on a unit basis, in accordance with the employee's last date of hire.

ARTICLE 17. SENIORITY LISTS.

(a) Seniority shall not be affected by the race, sex, marital status, or dependents of the employee.

(b) The seniority list on the date of this Agreement will show the names and job titles of all employees of the unit entitled to seniority.

(c) An up-to-date seniority list is to be posted in January of each year.

ARTICLE 18. LOSS OF SENIORITY.

An employee shall lose his seniority for the following reasons only:

(a) He quits or retires.

(b) He is discharged and the discharge is not reversed through the procedure set forth in this Agreement.

(c) He is absent for five consecutive working days without notifying the Employer.

(d) If he does not return to work when recalled from layoff as set forth in the Recall Procedure. In proper cases, exceptions shall be made.

(e) Return from sick leave and leaves of absence will be treated the same as (c) above.

(f) If he is laid off for more than eighteen (18) months.

ARTICLE 19. SHIFT PREFERENCE.

Shift preference will be granted on the basis of seniority within the unit.

ARTICLE 20. SENIORITY OF STEWARDS.

Notwithstanding their position on the seniority list, stewards shall in the event of a layoff of any type be continued at work as long as there is a job in the unit which they can perform and shall be recalled to work in the event of a layoff on the first open job in the unit which they can perform.

ARTICLE 21. SENIORITY OF OFFICERS.

Notwithstanding his position on the seniority list, the Unit Chairman of the Local Union shall in the event of a layoff only be continued at work at all times, provided he can perform the work available.

ARTICLE 22. SUPPLEMENTAL AGREEMENTS.

All proposed supplemental agreements shall be subject to good faith negotiations between the Employer and the Union. They shall be approved or rejected within a period of ten (10) days following the conclusion of negotiations.

ARTICLE 23. LAYOFF DEFINED.

(a) The word "layoff" means a reduction in the working force.

(b) If it becomes necessary for a layoff, the following procedure will be mandatory. Temporary, part-time and probationary employees will be laid off, in that order on a unit basis. Seniority employees will be laid off according to seniority as defined in Article 16 (c), 20 and 21. In proper cases exceptions may be made. Disposition of these cases will be a proper matter for special conference and if not resolved it shall then be subject to the final step of the grievance appeal board.

(c) Employees to be laid off for an indefinite period of time will have at least seven (7) calendar days notice of layoff. Such notice shall be in writing.

ARTICLE 24. RECALL PROCEDURE.

(a) When the working force is increased after a layoff, employees will be recalled according to seniority, as defined in Articles 16(c), 20 and 21. Notice of recall shall be sent to the employee at his last known address by registered mail or certified mail. If an employee fails to report for work within ten (10) days from the date of mailing of notice of recall, he shall be considered a quit.

(b) If an employee cannot report because of illness or injury, he shall notify his department head as soon as possible, and the above ten (10) days shall be waived.

ARTICLE 25. PROMOTIONS.

(a) Promotions within the bargaining unit shall be made on the basis of seniority and qualifications. Job vacancies will be posted for a period of seven (7) calendar days setting forth the minimum requirement for the position in a conspicuous place in each building. Employees interested shall apply within the seven calendar day posting period. The senior employee applying for the promotion and who meets the minimum requirements shall be granted a four week trial period to determine his ability to perform the job and his desire to remain on the job. In the event the senior applicant is denied the promotion, reasons for denial shall be given in writing to such employees' steward; in the event the senior applicant disagrees with the reasons for denial, it shall be a proper subject for the grievance procedure.

(b) During the four week trial period, the employee shall have the opportunity to revert back to his former classification if the employee is unsatisfactory in the new position. Notice and reasons shall be submitted to the Union in writing by the Employer. The matter may then become a proper subject for the grievance procedure.

(c) During the trial period employees will receive the rate of the job they are performing.

(d) Employees required to work in a higher classification shall be paid the rate of the higher classification for hours performed at said higher classification.

ARTICLE 26. VETERANS.

(a) Reinstatement of Seniority Employees. Any employee who enters the active service in the Armed Forces of the United States, upon the termination of such service, shall be offered re-employment in his previous position or a position of like seniority, status and pay, unless the circumstances have so changed as to make it impossible or totally unreasonable to do so, in which event he will be offered such employment in line with his seniority as may be available which he is capable of doing at the current rate of pay for such work, provided he reports for work within ninety (90) days of the date of such discharge or ninety (90) days after hospitalization continuing after discharge.

(b) A probationary employee who enters the Armed Forces and meets the foregoing requirements, must complete his probationary period, and upon completing it will have seniority equal to the time he spent in the Armed Forces, plus One-Hundred Twenty-Two (122) days.

ARTICLE 27. VETERANS LAW.

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

ARTICLE 28. EDUCATIONAL LEAVE OF ABSENCE FOR VETERANS.

(a) Employees who are reinstated in accordance with the Universal Military Training Act, as amended, and other applicable laws and regulations, will be granted leaves of absence for a period not to exceed a period equal to their seniority in order to attend school full-time under applicable Federal laws in effect on the date of this Agreement.

(b) Employees who are in some branch of the Armed Forces Reserve or the National Guard will be paid the difference between their Reserve Pay and their regular pay with the District when they are on full-time active duty in the Reserve or National Guard, provided proof of service and pay is submitted. A maximum of two weeks per year is the normal limit.

ARTICLE 29. LEAVE OF ABSENCE.

Leave of absence for reasonable period not to exceed one (1) year will be granted without loss of seniority for:

1. Serving in any elected position (public or union).
2. Maternity leave.
3. Illness leave (physical or mental), as certified by a doctor.
4. Serving in an appointed position with the Council or International Union.
5. Prolonged illness in immediate family.

Sick leave may be extended for like cause.

ARTICLE 30. LEAVE FOR UNION BUSINESS.

(a) Members of the Union elected to Local Union positions or selected by the Union to do work which takes them from their employment with the Employer shall, at the written request of the Union, receive temporary leaves of absence for periods not to exceed two (2) years or the term of office, whichever may be shorter, and upon their return shall be re-employed at work with accumulated seniority.

(b) Members of the Union elected to attend a function of the International Union, such as conventions or educational conferences, shall be allowed time off.

ARTICLE 31. SICK LEAVE.

(a) All members covered by this Agreement shall accumulate one sick leave day per month or twelve days per year with total maximum of one hundred twenty sick days accumulation. One-half of all unused sick leave days will be paid upon severance of employment with the Employer and upon death of an employee one-half of the unused sick leave will be paid at the prevailing rate to the employee's beneficiary. The County Controller shall issue to each employee a statement of his accumulated sick leave in the month of December. An employee while on sick leave will be deemed to be on continued employment for the purpose of computing all benefits referred to in this Agreement and will be construed as days worked specifically. For those employees who have previously accumulated one hundred twenty (120) sick days, there shall be no deductions therefrom unless more than twelve (12) sick days are taken in a calendar year.

(b) An employee desiring to be absent from work for good cause shall notify the Sheriff or designee of such desire, and the reason therefor before the end of the previous day, if possible, and in any event, not more than 1 hour after the beginning of the next work day, except in cases of an emergency beyond his control and in such cases, as soon as possible. Absence shall be excused by the Sheriff, but the Sheriff may require proof of good cause for such absence, either by a doctor's certificate or in some other adequate manner, in cases of more than three (3) consecutive days or if a documented pattern of alleged abuse is shown.

After an absence of five or more consecutive working days, an employee may be required to furnish a physician's certificate as to his fitness to return to work.

ARTICLE 32. FUNERAL LEAVE.

An employee shall be allowed three (3) working days as funeral leave days not to be deducted from sick leave for a death in the immediate family. Immediate family is to be defined as follows: mother, father, brother, sister, wife or husband, son or daughter, mother-in-law, father-in-law, grandparents, or a member of the employee's household. Any employee selected to be a pall bearer for a deceased employee will be allowed one funeral leave day with pay, not to be deducted from sick leave. The local unit chairperson or his representative shall be allowed one funeral leave day in the event of a death of a member of the Union who is a member of the District, for the exclusive purpose of attending the funeral.

ARTICLE 33. PERSONAL LEAVE.

Up to three (3) days per year may be used for personal leave. These days are non-accumulative and not deducted from employee's sick leave accumulation.

ARTICLE 34. WORKING HOURS. Shift Premium and Overtime.

(a) Employees who work on the second or third shift shall receive in addition to their regular pay for the pay period, ten cents (10¢) per hour and fifteen cents (15¢) per hour respectively.

(b) The first shift is any shift that regularly starts on or after 4:00 a.m., but before 11:00 a.m. The second shift is any shift that regularly starts on or after 11:00 a.m. but before 7:00 p.m. The third shift is any shift that regularly starts on or after 7:00 p.m., but before 4:00 a.m. A shift shall be considered a regular shift if it is of a duration of at least seven (7) calendar days.

(c) All employees are expected to be at their regularly assigned building at their scheduled starting time.

(d) Employees shall be guaranteed an eight (8) hour shift. Any hours worked other than the guaranteed shift will be paid at the rate of time and one-half.

(e) Time and one-half, in addition to holiday pay shall be paid for all hours worked on holidays.

(f) An employee reporting for call back time or court time duty shall be guaranteed at least four (4) hours pay and shall be paid time and one-half for all of such hours actually worked.

(g) Overtime will be on a rotating basis in attempt to equalize overtime pay whenever possible.

(h) All paid leave time and overtime shall be paid a rate for the shift that would have been or was worked.

ARTICLE 35. HOLIDAY PROVISIONS.

(a) The paid holidays are designated as News Year's Day, Washington's Birthday, Good Friday, Memorial Day, Fourth of July, Labor Day, the traditional Veteran's Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas and Christmas Day. Employees shall receive eight (8) hours pay plus time and one-half in addition to their regular pay if they are required to work on Easter Sunday or any of the above-mentioned regular holidays.

(b) All employees prior to receiving holiday pay must work on the last and next scheduled working day.

ARTICLE 36. VACATION ELIGIBILITY.

(a) After completion of probationary period and six (6) months of service, the employee shall receive five (5) working days of vacation, plus after one (1) year of service an additional five (5) working days of vacation computed from and after the initial date of his employment.

(b) After two (2) years of service the employee shall receive ten (10) working days of vacation computed from and after the initial date of his employment.

(c) After five (5) years of service the employee shall receive fifteen (15) working days of vacation computed from and after the initial date of his employment.

(d) After ten (10) years of service, the employee shall receive twenty (20) working days of vacation computed from and after the initial date of his employment.

(e) After fifteen (15) years of service, the employee shall receive one (1) working day of vacation per year of service up to an including a maximum of twenty-five (25) days of vacation computed from and after the initial date of his employment.

ARTICLE 37. VACATION PERIOD.

(a) Vacations will be granted during each year in accordance with Article 36. An employee wishing to schedule a vacation should request same in writing at least thirty (30) days in advance; the Sheriff shall respond within five (5) working days. Conflicting requests are to be resolved on the basis of seniority. In approving vacations the Sheriff shall consider the employee's request and the operational needs of the department.

(b) The time and duration of all vacations will be subject to the Sheriff's approval.

(c) When a holiday is observed by the Employer during a scheduled vacation, the employee will be entitled to vacation pay for said holiday.

(d) A vacation may not be waived by an employee and extra pay received for work during that period, unless mutually agreed upon by Employer and employee.

(e) If an employee becomes ill and is under the care of a duly licensed physician during his vacation, his vacation will be rescheduled. In the event his incapacity continued through the year, he will be awarded payments in lieu of vacation.

(f) After completing one (1) year of service, an employee may carry over up to ten (10) days vacation.

ARTICLE 38. PAY ADVANCE.

(a) If a regular payday falls during an employee's vacation, he will receive that check in advance before going on vacation. Should an employee change his vacation, he must make a request for his check two (2) weeks before leaving, if he desires to receive it in advance.

(b) If an employee is laid off or retired, he will receive an unused vacation credit including that accrued in the current calendar year. A recalled employee who received credit at the time of layoff for the current calendar year will have such credit deducted from his vacation the following year.

(c) Rate During Vacation: Employees will be paid their current rate based on their regular scheduled day while on vacation and will receive credit for any benefits provided for in this Agreement.

ARTICLE 39. UNION BULLETIN BOARDS.

(a) The Employer will provide a space for a bulletin board which may be used by the Union for posting notices of the following types:

1. Notice of recreational and social events.
2. Notices of elections.
3. Notices of results of elections.
4. Notices of meetings.

(b) A copy of notices will be forwarded to the Employer.

ARTICLE 40. RATES FOR NEW JOBS.

When a new job is placed in a unit and cannot be properly placed in an existing classification, the Employer will notify the Union prior to establishing a classification and rate structure. In the event the Union does not agree that the description and rate are proper, it shall be subject to negotiations.

ARTICLE 41. TEMPORARY ASSIGNMENTS.

Temporary assignments for the purpose of filling vacancies of employees who are on vacation, absent because of illness, etc., will be granted to the senior employee who meets the requirements for such job. Such employees will receive the rate of pay of the higher classification for all hours worked while filling such vacancy.

ARTICLE 42. JURY DUTY.

An employee who serves on jury duty will be paid the difference between his pay for jury duty and his regular pay.

ARTICLE 43. HOSPITALIZATION MEDICAL COVERAGE.

The Employer agrees to pay the full premium the hospitalization medical coverage for the employee and his family, the plan to be equivalent or better than the coverage extended at the time to all seniority employees. Present plan Blue Cross/Blue Shield MWF Master Med, Option 4 with D45NM, ML, PPNV-1 and Prescription Drug \$1.00 co-pay riders.

ARTICLE 44. DENTAL INSURANCE.

(a) The Employer beginning January 1, 1980 shall pay the entire premium for a dental insurance program whereby, fifty percent (50%) of the dental cost incurred by an Employee or his family will be paid for by the insurance carrier and the remaining fifty percent (50%) to be paid for by the Employee (50/50 Co-Pay).

(b) Employer reserves the right to select a dental plan which it feels is the most cost effective.

ARTICLE 45. WORKER'S COMPENSATION.

Each employee will be covered by applicable Worker's Compensation Laws. Employees shall be entitled to their job when returning to work from Worker's Compensation or to a job to which their seniority entitles them.

ARTICLE 46. LIFE INSURANCE.

The Employer agrees to pay the full premium of term life insurance plan for each employee in the face value of \$10,000 while employed.

ARTICLE 47. UNIFORM ALLOWANCE.

All employees of the Iron County Sheriff's Department may receive a uniform allowance of Two Hundred Fifty Dollars (\$250.00) per year. In addition the Employer shall provide up to but not exceeding One Hundred Forty Dollars (\$140.00) toward the purchase of original uniforms upon an employee's successful completion of the aforementioned one hundred twenty-two (122) day probationary period. Employees of the Sheriff's Department shall present bonified bills for upkeep and maintenance of uniforms to the Iron County Clerk for payment. No employee shall claim any part of this allowance in cash for that part of the Two Hundred Fifty Dollars (\$250.00) which may be unused at the end of the year.

ARTICLE 48. EQUALIZATION OF OVERTIME HOURS.

Overtime hours shall be divided as equally as possible among employees in the same classification in their building. An up-to-date list showing overtime hours will be posted weekly in a prominent place in each building.

When overtime is required, the person with least number of overtime hours in that classification within their building will be called first and so on down the list in an attempt to equalize the overtime hours.

For the purpose of this clause, time not worked because the employee did not choose to work, will be charged the average number of overtime hours of the employees working during that callout period (2 hours minimum).

Should the above method prove to be unsatisfactory, the parties agree to meet ninety (90) days from the effective date of this Agreement to work out a solution.

Overtime hours will be computed from January 1 through December 31 each year. Excess overtime hours will be carried over each year and are subject to review at the end of each period.

ARTICLE 49. PAY PERIOD.

The pay period shall be bi-weekly.

ARTICLE 50. PHYSICAL EXAMINATIONS.

Employer shall provide one (1) physical examination every two (2) years. Examinations will be at a time and place designated by the Sheriff.

ARTICLE 51. PENSION PROGRAM.

The Employer agrees to continue the present pension program for the employees, i.e., MERS Plan C-1. Effective ~~April~~^{January} 1, 1984* the Employer shall pay 100% of the cost of the pension program.

** per County Board Meeting 6/12/84*

ARTICLE 52. LONGEVITY.

Effective January 1, 1974 the following longevity program became effective:

5 to 10 years of service-----	\$60 per year
10 to 15 years of service-----	\$120 per year
15 years and over-----	\$180 per year

Longevity bonus shall be paid the first pay period of December, and any employee reaching that step prior to December first shall receive the pay of his step as of December first that year. Upon termination or severance, all longevity bonus pay shall be computed on a pro rata basis.

ARTICLE 53. ME TOO CLAUSE.

If any employee of the Court House or Sheriff's Department, excluding Court employees, is given a benefit not included in this bargaining unit, the benefit shall be given to members of this bargaining unit.

ARTICLE 54. CLASSIFICATIONS AND WAGE RATES.

<u>Position</u>	<u>Effective:</u>		
	<u>1/1/84</u>	<u>1/1/85</u>	<u>7/1/85</u>
Chief Deputy Sheriff.....	7.16	7.46	7.76
Sergeant.....	6.88	7.18	7.48
Deputy Sheriff.....	6.88	7.18	7.48

Probationary rate shall be \$300.00 per year less than the rate of the classification.

ARTICLE 55. TERMINATION AND MODIFICATION.

This Agreement shall continue in full force and effect retroactively from January 1, 1984 to December 31, 1985. All parts of this Agreement are retroactive unless otherwise provided herein.

(a) If either party desires to terminate this Agreement, it shall, sixty (60) days prior to the termination date, give written notice of termination. If neither party shall give notice of amendment, it 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.

(b) If either party desires to modify or change this Agreement, it shall sixty (60) 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 the 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.

(c) 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 710 Chippewa Square, Marquette, Michigan 49855; and if the Employer, addressed to Iron County Board of Commissioners, 2 South Sixth Street, Crystal Falls, Michigan 49920, or to any such address as the Union or the Employer may make available to each other.

