

9/30/96

*Collective
Agreement*

Between



WAYNE STATE UNIVERSITY

and

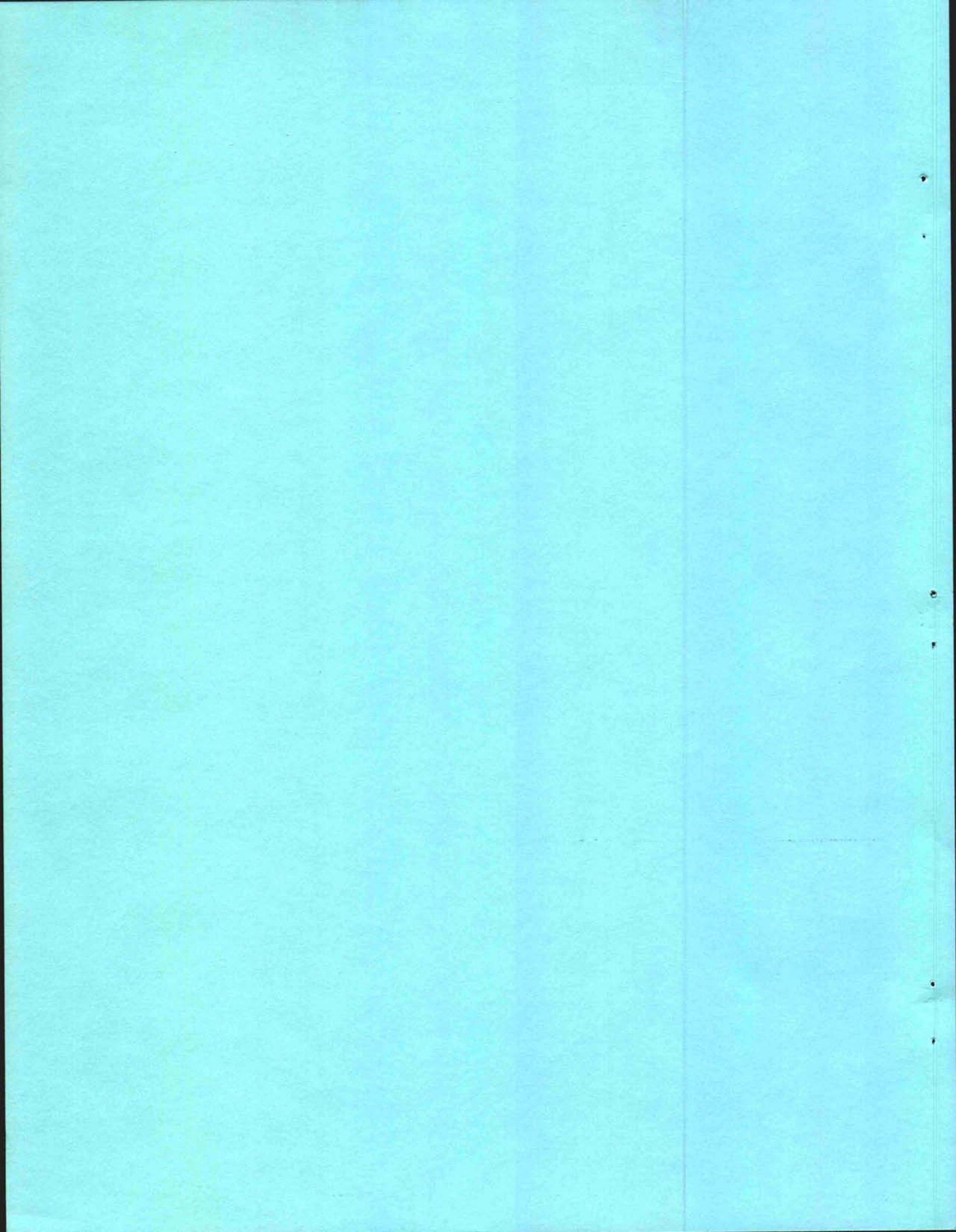


POLICE OFFICERS LABOR COUNCIL

October 1, 1993 - September 30, 1996

Wayne State University

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY



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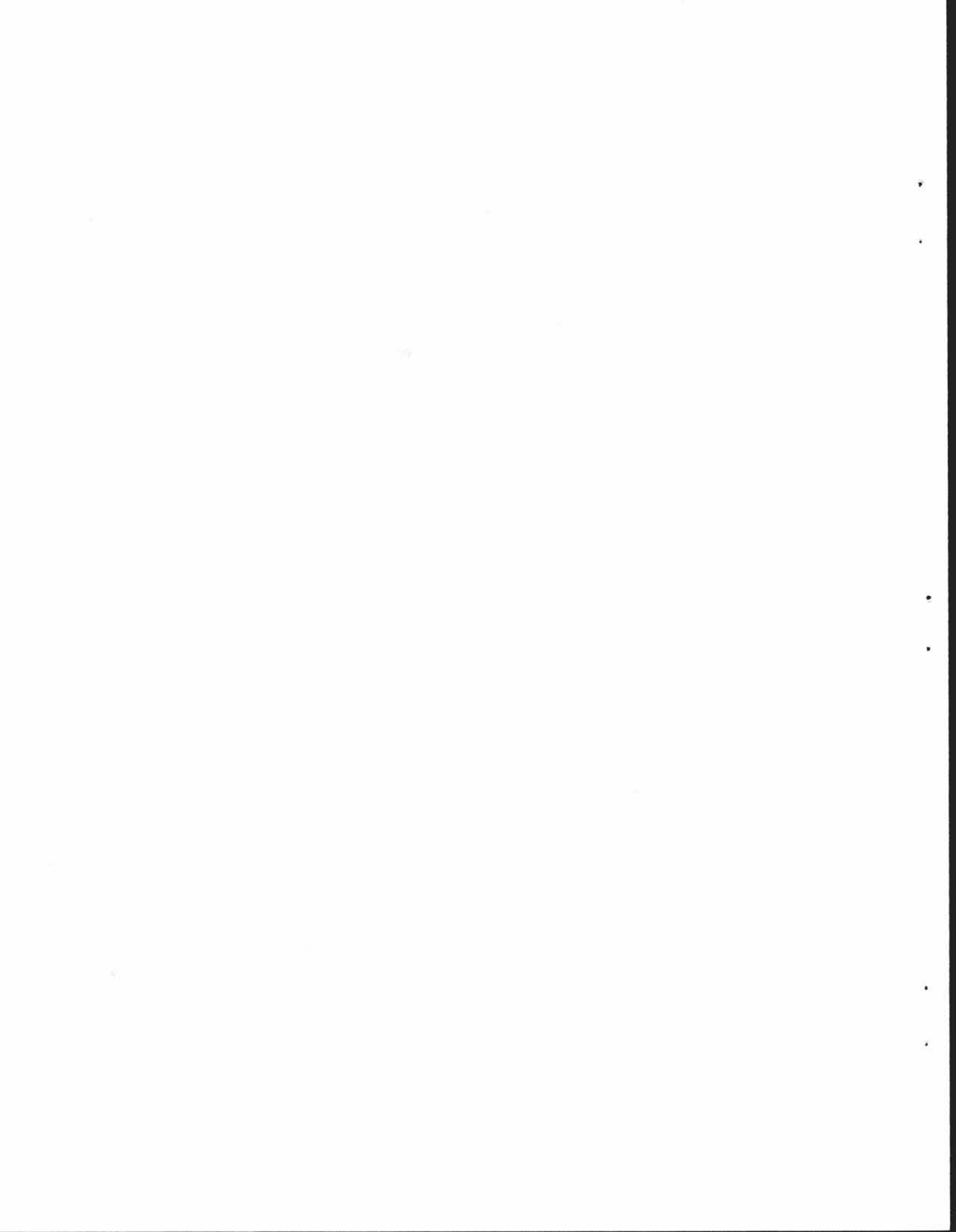
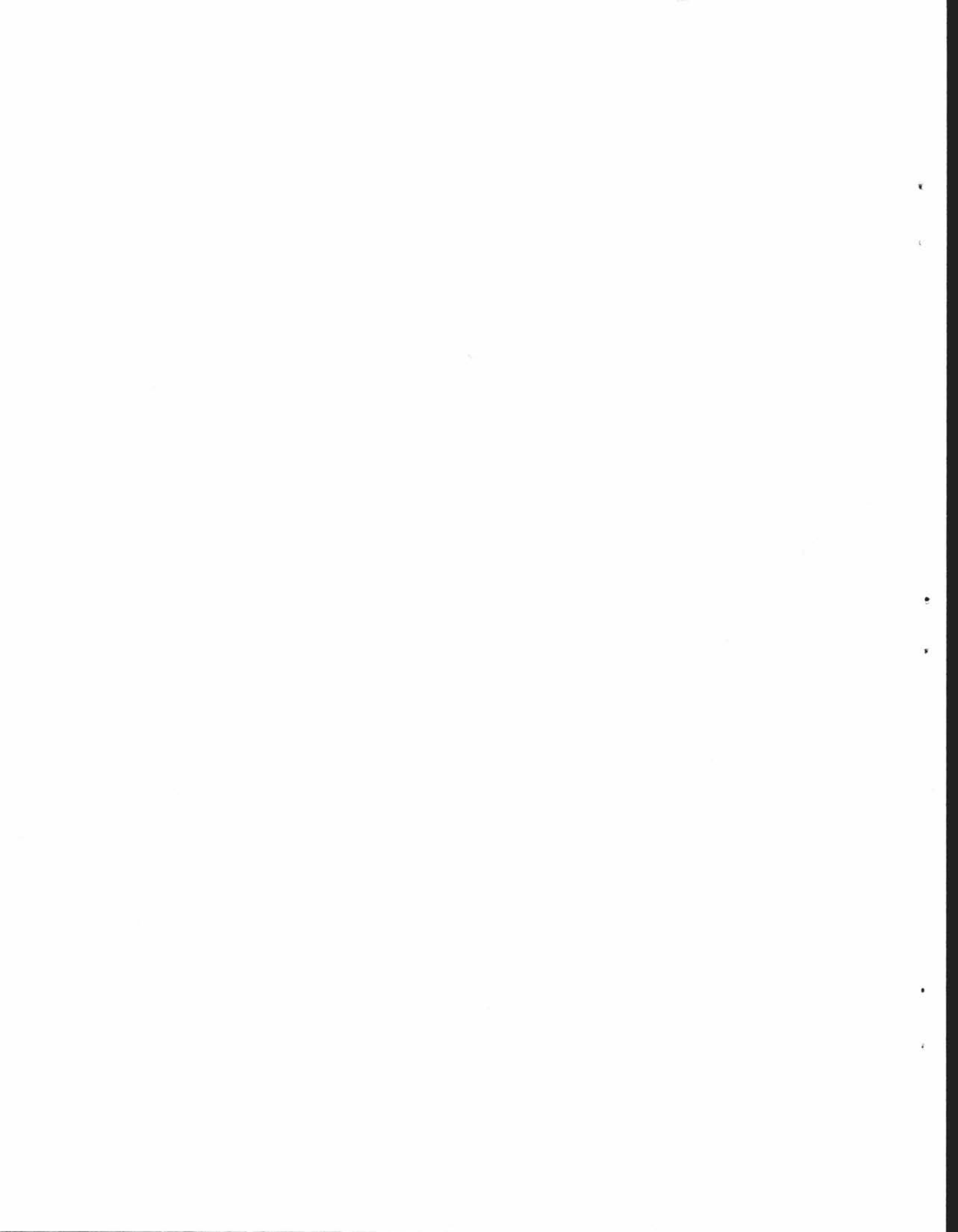


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AGREEMENT

This Agreement is entered into as of October 1, 1993, between Wayne State University (hereinafter referred to as the "EMPLOYER") and Police Officers Labor Council on behalf of its affiliate Wayne State University Police Officers Association (hereinafter referred to as the "UNION").

PURPOSE AND INTENT

It is the general purpose of this Agreement to set forth terms and conditions of employment and to promote orderly and peaceful labor relations between the Employer, the Employees, and the Union.

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

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

The University agrees to recognize the Police Officers Labor Council, on behalf of its affiliate, Wayne State University Police Officers Association, as the sole collective bargaining agent for the purpose of collective bargaining with the University with respect to wages, hours, and other conditions of employment for the term of this Agreement for regular employees of the University included in the job classification, Public Safety Officer, except student assistants, supervisors, and all other employees.

ARTICLE (2) NON-DISCRIMINATION

The Employer and the Union recognize their responsibilities under Federal, State, and Local law 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 their mutual commitment not to discriminate against any person or persons because of race, creed, color, religion, national origin, marital status, age or sex.

In conformity with the Pregnancy Discrimination Act, and in accordance with University policy, Employees affected by disabilities resulting from pregnancy, childbirth and related medical conditions are treated the same as Employees affected by other disabilities.

Employees who believe that they have been discriminated against for the above listed reasons may choose to pursue their claim through the University's internal discrimination complaint procedure administered by the Department of Equal Opportunity or through the grievance procedure of this Agreement.

The initial choice on one of these two internal procedures binds the Employee and the Union as to the discrimination aspect of any claim and prohibits the processing of that same discrimination claim through any other internal procedure.

ARTICLE (3) MANAGEMENT RIGHTS

- A. The Employer shall have the right to exercise customary and regular functions of management, including the right to hire, promote, transfer, or to suspend, discharge, or demote Employees for just cause; subject, however, to the Union's right to bring a grievance if any provision of the Agreement is violated by the exercise of such management function. All rights, powers, and interests which have not been expressly granted to the Union by the provisions of this Agreement are reserved to the Employer.
- B. The Union agrees that there shall be no solicitation of Union membership during working hours on the Employer's time or at the Employer's expense.
- C. The Union recognizes the responsibilities imposed upon it as the exclusive Bargaining Agent of the Employees covered by this Agreement and realizes that in order to provide good working conditions and fair and equitable wages, the Employer must operate efficiently. The Union, therefore, agrees that it will cooperate with the Employer to assure a fair day's work on the part of its members.

ARTICLE (4) UNION SECURITY

To the extent that laws of the State of Michigan permit, it is agreed that:

- A. During the term of this Agreement every Employee in this Bargaining Unit shall, as a condition of employment, pay to the Union a service fee equivalent to the amount of dues uniformly required of members of the Union.

- B. An Employee in the Bargaining Unit who shall tender a service fee equivalent to the amount of dues uniformly required of a member and who is not more than sixty (60) days in arrears shall be deemed to meet the condition of this section.
- C. Employees in the Bargaining Unit shall be required as a condition of employment to tender their service fee equivalent to the amount of dues, on or before the 10th day after the 30th day following the beginning of their employment.
- D. The Employer shall be notified in writing by the Union of any Employee who is more than sixty (60) days in arrears in such payments.
- E. The Union shall indemnify and save the University harmless from any and all claims, demands, suits, or any other action arising from this Article or Article 5, or from complying with any request for termination under this Article.

ARTICLE (5) DUES AND/OR SERVICE FEE

- A. Payment by Check-off: Members of the Bargaining Unit shall tender their service fee equivalent to the amount of dues uniformly required of members of the Union by signing an authorization for Service Fee Check-off Form.
- B. Check-off Form: During the life of this Agreement and in accordance with the terms of the authorization for Service Fee Check-off Form, hereafter set forth, the Employer agrees to deduct the service fee equivalent to the amount of dues uniformly required of members of the Union from the pay of each member of the Bargaining Unit who executed the Check-off Form.
- C. The Employer shall not be responsible for checking off or collecting the service fee during periods of leaves of absence for which the Employee received no pay from the Employer.
- D. It shall be the duty of the Employer at the time of hire to provide the Employee with the Check-off Form and inform the Employee of his or her responsibility to pay a service fee.
- E. The Employer shall notify the Union within ten (10) days of any Employee hired, rehired, reinstated, or transferred into the Bargaining Unit, and will furnish the Union, no later than the tenth (10th) of the month a listing of all service fees deducted for the previous month showing the name, file number, pay code, and amount deducted from all members of the Bargaining Unit, including additions and deletions since the last listing with explanation of changes.
- F. The Employer shall not be liable to the Union by reason of the requirements of this section for the remittance or payments of any sum other than that constituting actual deductions made from wages earned by Employees.

ARTICLE (6) UNION RESPONSIBILITIES

- A. The Union recognizes that strikes by public employees are prohibited by Act 336, Public Acts of 1947, as amended by Act 379, Public Acts of 1965, and agrees that it will comply with said Act as well as all other laws affecting this Agreement.
- B. Recognizing the crucial role of law enforcement in the preservation of the public health, safety, and welfare of a free society, the Union agrees that it will take all reasonable steps to cause the Employees covered by this Agreement, individually and collectively, to perform all Public Safety duties, rendering loyal and efficient service to the very best of their abilities.

- C. The Union, therefore, agrees that there shall be no interruption of these services for any cause whatsoever by the Employees it represents; nor shall such Employees or the Union cause, approve or engage in any strikes, sit-downs, slow-downs, picketing, or any other form of interference with the services and operation of the University; nor shall they absent themselves from work or abstain, in whole or in part, from the full and proper performance of all the duties of their employment.
- D. In the event that any member(s) of the Bargaining Unit engage in any of the above activities, the President of the Wayne State University Police Officers Association or a representative thereof shall, upon request from the Director of his/her designee, immediately notify the involved member(s) of the illegal and/or inappropriate nature of the activity and direct them to cease the activity.
- E. The University reserves the right to take appropriate action where Union activities result in interference with any operation of the University up to and including discharge, subject to provisions governing disciplinary actions as contained in this Agreement.

ARTICLE (7) STEWARDS

Employees in the Bargaining Unit covered by this Agreement may be represented by one (1) Steward on each shift. Authorized Stewards shall be paid for time lost during working hours in attending grievance meetings with University representatives. The Steward will be permitted to leave his/her job, upon request, and after receiving approval by his/her Supervisor, for the purpose of investigating a grievance during his/her assigned shift. Such Steward shall report to his/her Supervisor upon completion of his/her investigation and if he/she goes into the Unit of another Supervisor, he/she must first notify such Supervisor of his/her presence. This right to receive pay for time lost shall not be abused. Time spent hereunder shall be recorded on the Officer's daily report.

ARTICLE (8) TIME OFF FOR UNION OFFICERS AND DELEGATES

- A. Upon giving reasonable advance notice to the Employer, Officers or representatives of the Local Union may be afforded time off without pay to assist in the executive affairs of the Union. However, the Employer need only grant such leave time when the Department of Public Safety operational schedule permits.
- B. Leave of absence (with pay, provided an Employee is currently in active pay status) may be granted if operational schedules permit, upon receiving at least fourteen (14) days prior written request, to two (2) Employees elected or selected by the Union to attend a Union conference or convention, provided the two (2) Employees are not on the same shift. Time allocations for said activity shall be limited to not more than five (5) days in any one (1) fiscal year.
- C. The President of the local Association shall be given the opportunity to work steady days; however, upon electing to utilize this opportunity, the President shall remain on that shift for a period of one (1) year.

ARTICLE (9) OUTSIDE EMPLOYMENT

- A. Members of this Bargaining Unit shall not engage in outside employment of any kind unless prior approval has been granted in writing by the Director of Public Safety.
- B. Applications for such approval must be submitted in writing to the Director and include the following: nature of proposed outside employment, name and address of outside employer, hours per week and work schedule of such outside employment, length of anticipated period of such outside employment.

- C. Members who receive authorized prior approval for specific outside employment shall not change the nature of such employment or employer, or alter their originally approved working hours or work week without receiving prior written authorization for such alterations from the Director of Public Safety.
- D. Authorization for any outside employment shall not be unreasonably denied.

ARTICLE (10) PROBATIONARY PERIOD

- A. All newly hired Employees must satisfactorily complete the Basic Police Training Program of the Detroit Police Department, as well as the prescribed Public Safety Law Enforcement Intern Program, while serving a formal probationary period of employment in the Department of Public Safety within the Bargaining Unit covered by this Agreement.
- B. The standard probationary period is twelve (12) months from the date of hire in a position covered by this Agreement. This time period may be extended for an additional three (3) months by the Director of Public Safety. Periods of absence from work shall not be counted towards completion of the probationary period.
- C. There shall be no seniority among probationary Employees. Upon completion of the probationary period of the Employee, said Employee will acquire classification seniority from his/her date of hire, less periods of absence.
- D. The Union shall represent probationary Employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment, except no matter concerning discipline, layoff, or termination of a probationary Employee shall be subject to the grievance and arbitration procedure.

ARTICLE (11) SENIORITY

- A. Seniority shall accrue to permanent full-time Employees and shall be based upon total continuous service in a classification represented by this Agreement. Approved leaves of absence without pay and layoffs shall not be cause for loss of seniority. Provided, however, such laid off Employees or Employees on leave without pay shall not accrue seniority during the actual period of layoff or leave.
- B. Each new Public Safety Officer, upon the completion of his/her probationary period, which shall not be less than one (1) year in duration, shall be placed on the seniority list and seniority shall accrue from the Employee's first day of employment in the classification.
- C. Seniority shall terminate if any Employee:
 - 1. Quits or retires. Provided, however, that with respect to an Employee who quits, this provision shall not apply to whatever rights such Employee has heretofore enjoyed in connection with the Pension Plan upon reemployment.
 - 2. Is discharged for just cause, including, but not limited to, any violation of the Rules and Regulations of the Public Safety Department and the provisions of this Agreement.
 - 3. If he/she is absent for two (2) consecutive work days without notifying the University or having a justifiable reason for his/her absence.
 - 4. Gives a false reason to obtain a leave or if he/she fails to return to work upon termination of any leave of absence or vacation.

5. If he/she is laid off for a period equal to his/her seniority at the time of layoff, or two (2) years, whichever is the lesser.
 6. Separation upon settlement covering total disability or Workers' Compensation.
 7. Failure to return to work when recalled from layoff.
- D. If an Employee serving in a non-represented capacity within the Department of Public Safety reverts to a former assignment within the Bargaining Unit, he/she shall have seniority rights reinstated on the basis of the seniority earned while serving in classifications represented by the Union.
- E. Any Employee who is promoted or transferred out of the Department of Public Safety but continues as an Employee of the University shall retain his/her earned Departmental seniority for a period equal to his/her seniority at the time of the promotion or transfer or three (3) years, whichever is less, in the event he/she is returned by the University to the Department of Public Safety. This shall apply to future promotions or transfers.

ARTICLE (12) WORK ASSIGNMENT, SCHEDULING AND OVERTIME

A. Work Assignments

It is understood that making work assignments is a necessary function of management and changes, insofar as possible, are to be dictated by the operational needs of the Department.

B. Schedules

The normal weekly work period shall consist of five (5), eight (8) hour days which include a one-half ($\frac{1}{2}$) hour paid lunch. It is understood that work scheduling must not be arbitrary and capricious, and changes, insofar as practicable, are to be dictated by consideration of Departmental manpower and campus need. All schedules and assignments may be changed without notice when, in the opinion of the Director or his/her designee, the Department faces the possibility of an emergency.

1. The Employer will not require that Officers assigned to Uniformed Line Operations, Crime Analysis or Research and Planning Officer(s) deviate from his/her daily work period with the intent to avoid overtime.
2. The Officer(s) assigned to the Training Section shall work normal hours, as well as be required to vary those hours depending upon the needs of the Department.
3. The Officer(s) assigned to the Investigations Section shall work normal hours, as well as be required to vary those hours depending upon the needs of the Department.

When the normal hours of Officers assigned to the Investigations Section are to be modified, the Employee will receive notice of the change by, at least, mid-shift of the day before the modified shift takes effect. If the normal hours are modified and the above notice is not provided, then the Employee will be paid at the rate of time and one-half for all hours falling beyond the mid-shift point and up to a maximum of four (4) hours (the end of his/her normal shift).

It is understood that occasionally a particular investigation requires, among other things, that an investigator(s) contact or interview informants, witnesses, complainants or other person(s) during other than normal hours.

Such arrangements shall be performed at the direction of the OIC, and shall be considered overtime or shall be handled through schedule modification.

4. The Officer(s) assigned to the Crime Abatement Team or similar team shall be required to vary their hours depending upon the operational needs of the Department. However, C.A.T. Officers shall not be assigned to fill normal uniformed shift vacancies for two days or less. Uniformed Officers assigned to plainclothes shall be notified before the end of their prior shift or 24 hours in advance.
5. The University recognizes the need for reasonable rest periods during the course of the normal work day, and Public Safety Officers may, as determined by the operational needs of the Department, receive an in-service break in each half of their normal duty day.
6. Scheduling for Training

"The Employer and Union recognize the need for a continuing program of training. The University will post any training opportunities. An Officer will be given the reason(s) verbally why the Officer was not selected if he/she requests that information. Assignments of an Officer to training shall not be considered a deviation of his/her daily work period.

Officers, except probationary Officers, will receive three (3) calendar days advance notice of training which requires a modification of work hours unless the Employee agrees to a lesser notice. "A" Shift Officers will not have their work hours modified unless they are regularly assigned "off" on the day following the end of the training session. Appropriate or sufficient time off between work periods will be ensured whenever "B" and "C" Shift Personnel have their normal work period modified for training."

7. Tentative schedules will be posted sixty (60) days in advance of taking effect. Current practice of rotating shifts on a quarterly basis shall be maintained.

C. Job Assignments/Shift Details

All job assignments will be assigned daily to Employees at the briefing with the exception of job assignments to the Motorcycle Patrol.

When an Employee is to be assigned to the Motorcycle Patrol, notice of such assignment will be given the day before on the Employee's existing shift. These assignments are subject to modification.

D. Job Appointments

When an opening occurs within a given job section, the Department will post a notice of such opening on the bulletin board for thirty (30) days, as well as read such notice at three (3) consecutive briefings.

Employees applying for such job appointments must do so within the thirty (30) days notice period.

Job appointments will be made on the basis of specific skills. Where skills are equal, seniority will prevail.

E. Overtime

Any time authorized to be worked in excess of eight (8) regular pay hours a day, or forty (40) regular pay hours a week shall be reported in half-hour units adjusted to the nearest half-hour.

The Director, or his/her designee, will be the determining authority on the necessity for all overtime. An Employee within this bargaining unit shall be compensated for any such overtime at the rate of time and one-half.

1. The Department overtime list shall be utilized when filling overtime for Uniformed Shift vacancies of four (4) hours or more. It is understood that there may arise circumstances under which utilizing the overtime list is unfavorable and ill-advised and, in such cases, the Supervisor has the responsibility of filling said positions without delay.
2. An Employee required to work overtime not continuous with the regular work schedule WITHOUT prior notification shall be paid a minimum of three (3) hours pay at the rate of time and one-half.
3. Overtime not continuous with the regular work schedule but WITH prior notification (i.e., with overtime notification to a Public Safety Officer before the end of the Officer's duty shift, or at least forty-eight (48) hours before time of requested overtime appearance) shall be paid a minimum of two (2) hours pay at the rate of time and one-half.

Court appearance by a regularly assigned "A" Shift Employee immediately following completion of his/her shift shall be compensated at a minimum of three (3) hours.

Any witness fees and/or expenses paid to such Employees must be turned over to the University together with Court Time Reports.

4. An Officer who is assigned a 1:30 p.m. court time in order to receive the minimum of 2 hours overtime for a scheduled court appearance on his/her off duty time, must notify the Department prior to 2:35 p.m. that the required court appearance has been completed. This shall apply only to those Officers who are scheduled to work the 3:00 p.m. - 11:00 p.m. shift on the day of the specified court appearance.
5. A schedule listing the names of all members of the Bargaining Unit and stating each individual Employee's situation relative to call up for overtime will be posted in a prominent place within the Department and accessible to members of the Bargaining Unit.

F. Four-Ten Schedule

Should the Director, or his/her designee, decide to implement a four-ten (4-10) schedule for certain units within the Department, such schedule will consist of four (4), ten (10) hour days or eight (8) days per pay period. Any time worked over ten (10) hours per shift, or forty (40) hours per week, will be considered as overtime. Authorized absence with pay shall be charged on a proportionate basis.

G. Stand-By Duty

In those situations when an Employee is ordered by a Supervisor to remain at a telephone number known to the Supervisor and be prepared to report to duty upon telephone notification, said Employee shall be considered to be on official Stand-By Duty.

Compensation for such official Stand-By Duty shall be a minimum of two (2) hours pay at regular rates.

Stand-By Duty shall be only for that period of time specifically ordered, but in no case shall the Employee be paid less than the guaranteed two (2) hours.

ARTICLE (13) HOLIDAYS

- A. The holidays, consisting of New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, day following Thanksgiving Day, Christmas Day and two (2) other days designated by the Employer, shall be observed as official University paid holidays. Uniform Employees will be entitled to one additional holiday per fiscal year on a date to be selected by the Employee and to be approved and granted by the Supervisor upon receipt of at least two (2) weeks notice, if the needs of the University permit. If the Employee's original selection is not approved, another date within the fiscal year shall be mutually agreed upon.
- B. For non-uniform Employees: When one of the official holidays falls on a Saturday or Sunday, another day shall be designated as the holiday.
- C. If an Employee is not paid for the day before or the day after a holiday, he/she shall receive no pay for the holiday.
- D. In addition to regular pay for time worked on a holiday, members of the Bargaining Unit shall receive premium compensation at time and a half for the holiday. At the discretion of the Director, or his/her designee, and with the consent of the Employee, such premium compensation shall be in the form of an additional day off in lieu of the holiday during the same work week or pay period.
- E. Employees whose scheduled day off falls on a holiday shall receive in addition to his/her regular pay, premium compensation at time and a half for the holiday. At the discretion of the Director, or his/her designee, and with the consent of the Employee, such premium compensation shall be in the form of an additional day off in lieu of the holiday during the same work week or pay period.
- F. The Department, during regular scheduling, shall set aside the seven (7) day Monday through Sunday period(s) which includes the designated holiday(s).
1. The Department shall determine the manpower allotment needed to fulfill the operational needs of the Department on the holiday, for each shift.
 2. Each Shift Supervisor shall then allow each shift member, in order of seniority, to choose whether or not he/she will work on the holiday.
 3. In the event an Employee with seniority should be on vacation during the time period that schedules for the holiday are picked; such Employee shall have the right, before, to stipulate in writing to the Shift Supervisor his/her preference for the holiday scheduling. To the nearest degree possible, such a request shall be honored. Should the Employee fail to stipulate such a request in writing previous to leaving for vacation, he/she shall forfeit his/her position by seniority. The next eligible Employee shall assume the position on the list, and the Employee on vacation shall assume the last position on the list.
- G. Christmas/New Year's Closure
- Non-uniform Employees will be given time off their regularly scheduled work days between Christmas and New Year's with pay. A non-uniform Employee required to work any of these days will be given compensatory time off at a later date. At the discretion of the University, an Employee may receive additional pay on a straight time basis, in lieu of compensatory time.

ARTICLE (14) VACATION

- A. The full-time members of this Collective Bargaining Unit shall receive vacation at the rate of twenty-two (22) working days per year with accumulations earned for each full pay period completed without loss of more than one hour of pay. Eligibility for such vacation allowance shall be dependent upon completion of a minimum of six (6) months of continuous full-time service in the Bargaining Unit. Vacation time may accumulate up to a maximum of twenty three (23) days, but each Employee must utilize a minimum of twenty (20) days per year.

If an Employee is employed and accumulating vacation time for only part of a vacation year the number of days which must be taken will be prorated at the rate of two (2) days per month or five (5) days per quarter.

- B. Vacation time off must be scheduled with the appropriate Department Command Officers and shall be granted in accordance with the operational needs of the Department of Public Safety. If necessary, the Director of Public Safety is empowered to enforce obligatory scheduling of vacation time.
- C. Employees shall take vacation in at least two (2) blocks of five (5) days or more with the option of taking their remaining days during the calendar year at the rate of less than five (5) days at a time subject to conditions in B. above. Requests for the remaining days shall be made within thirty (30) days of the date(s) requested and responded to within five (5) days of application.
- D. Two (2) vacation periods of six (6) months each will be posted at least two (2) weeks in advance of the deadline date for vacation selection.

The deadline will be that date, at 5:00 P.M., which is two (2) months prior to the beginning of the six (6) month vacation period.

Vacation block requests must be submitted in writing by Employees in the Bargaining Unit before this 5:00 P.M. deadline indicating three (3) different vacation selection periods in the order of their priority.

An Employee wishing to waive a selection period must submit a memorandum to this effect. An Employee who waives the first selection period must make a selection in the second period and vice versa. Should an Employee fail to submit a written request, the Department will assign either a five (5) day block if in the first period, or a ten (10) day block if in the second period.

Any duplication of date requests by two (2) or more Employees which may not be able to be accommodated shall be resolved on the basis of Employee seniority.

The Department will respond within five (5) working days (excluding weekends and holidays) of the deadline date informing Employees regarding approval or denial of their vacation block request.

- E. Members of the Bargaining Unit who leave the University after six (6) months of continuous full-time service shall be paid for unused vacation days at the time of their termination of employment.

ARTICLE (15) EQUIPMENT

In the selection, procurement, and issuance of necessary law enforcement equipment, the Employer shall use its best efforts to secure equipment of such quality, design, and construction as judged consistent with the functions and responsibilities reasonably expected of its professional law enforcement Employees.

The University will furnish qualification ammunition for WSU provided firearms and loose leaf binders for Departmental written directives.

The University will inspect on-duty weapons annually and will repair those weapons that are issued by the Department, if necessary.

The Employer agrees to meet and confer with the Union President or his/her designee regarding specifications for new vehicles for patrol use.

Officers will receive new replacement vests for those vests reaching five (5) years of active use by September 1, 1992. (Vests are not in active use when they are not being worn by a non-uniform Officer or are not being used for other reasons.)

ARTICLE (16) UNIFORMS - UNIFORM BOARD

- A. The Employer agrees to recognize the establishment of a permanent advisory board, the Uniform Board.
- B. The Board will be composed of three (3) elected members of the Union and two (2) members of supervisory rank. The ranking Officer shall serve as chairman. Meetings will be scheduled as the need arises, based upon the interest of the members or requests of the University.
- C. The Board, by majority vote, will advise the Director of Public Safety in matters concerning item(s), type, style, issuance, and appropriate wearing of adopted Departmental uniforms.
- D. In the selection, procurement, and issuance of uniforms, the Director of Public Safety will give due consideration to the Board's recommendations as regards items, numbers, materials, issuance, and quality held consistent with the needs, use functions, and responsibilities of the uniformed members of the Department.
- E. It is understood by both parties of this Agreement that the Uniform Board shall be advisory only and the ultimate decision in all instances rests with the University.
- F. The University will replace damaged or worn uniforms. Employees are personally responsible for procuring new uniforms if the need is due to a change in size. However, the University will replace uniforms if the need for new uniforms is required as a result of a size change due to illness.

ARTICLE (17) PERSONAL CLOTHING ALLOWANCE

Members of this Bargaining Unit assigned to plain clothes duty for a period of three (3) months or more shall be reimbursed for personal clothing allowance at the rate of \$25.00 per month of plain clothes assignment. To be eligible for a clothing allowance, the Employee must have worked ten (10) days within the month on a plain clothes assignment. Payment shall be made at six (6) month intervals or at the end of the assignment, whichever comes first.

Members assigned to plain clothes duty not necessitating suits, such as CAT type assignment, are not eligible for clothing allowance.

ARTICLE (18) CLEANING ALLOWANCE

Employees of the Bargaining Unit shall receive a cleaning allowance as follows:

Effective 10/1/90:

Uniform Personnel	\$35.00 per month
All Others	\$18.00 per month

To be eligible for a cleaning allowance, the Employee must have worked ten (10) days within the month and the amount shall be based upon the assignment on the last day of the month. A uniform cleaning allowance shall not be paid in any month in which personal clothing allowance is paid.

Payment shall be made semi-annually.

Members assigned to the Recruit Training Academy and required to wear khaki cotton clothing shall not be considered as uniform personnel for purposes of the cleaning allowance contained in this Article.

ARTICLE (19) PERSONNEL FILE

The University will continue to honor requests from Employees to examine their personnel files in accordance with Public Act 397 of 1978, commonly known as the Bullard-Plawecki Act.

ARTICLE (20) BULLETIN BOARD

A. The Union shall be provided with a bulletin board, located in an easily accessible area of the Departmental Headquarters, for its exclusive use for the posting of notices pertaining to the conduct of Union affairs of the following types:

1. Notices of Union recreation and social events
2. Notices of Union elections
3. Notices of results of Union elections
4. Notices of Union meetings
5. Notices of position openings
6. Information of professional interest to the Union

B. In the event a dispute arises concerning the appropriateness of material posted on the Union bulletin board, the President of the Association will be advised by the Director of Public Safety or his/her designee of the nature of the dispute and the notices or bulletins in question will be removed from the board until the dispute is resolved.

C. In the event of a dispute regarding the above, a grievance may be submitted to the 4th Step of the grievance procedure. A hearing will be scheduled within three (3) days to resolve the dispute. All other provisions of the grievance procedures remain in effect.

ARTICLE (21) TUITION ASSISTANCE PROGRAM

A. As part of the University policy to encourage staff members to further their formal education, the Tuition Assistance Program for Employees was established. Under the Tuition Assistance plan, qualified Employees will be issued vouchers which will enable them to register without paying tuition. (Incidental fees, however, must be paid by the Employee.)

Tuition Assistance will provide for two (2) courses or six (6) credit hours, whichever is greater, per semester for two (2) semesters, and one (1) course or four (4) credit hours, whichever is greater, for one semester during the academic year. There will be no waiting period for eligibility of full-time Employees. To assure that Employees are not assessed late fee(s), participating Employees must file their application with Staff Benefits not later than three (3) weeks prior to the start of class(es).

Eligibility:

1. All full-time salaried Employees on Wayne State University payroll as of the last day of Final Registration. It will be the responsibility of the Dean or Division Head to verify eligibility.
 2. College admission requirements must be met.
 3. Applications must be submitted prior to the end of the term for which tuition assistance is requested.
 4. Courses must be taken after normal working hours unless the Dean/Division Head verifies:
 - a) The course is offered only during working hours.
 - b) The supervisor is able to arrange adequate coverage of the position.
 - c) Time taken off is charged to vacation or additional hours are worked to make it up. (Working during lunch will not satisfy the make-up arrangement.)
- B. The Tuition Assistance Program will provide eligible Employees with Tuition Fee Credential Cards which are to be used in lieu of tuition payments in accordance with the same eligibility and maximum provisions of the former Tuition Refund Program. As in the past, tuition assistance will apply to tuition fees only. Incidental fees such as lab fees, etc., which may be charged are the responsibility of the Employee. Failure to meet and maintain the eligibility requirements for tuition assistance will result in the benefit forfeiture and the benefit amount will be recovered by payroll deductions or other appropriate means.

Any Employee who is terminated, leaves employment with the University during the term of tuition assistance, not including layoff or leave of absence, or who fails to successfully complete any course(s) in which they enroll will thereby forfeit their tuition assistance and be required to reimburse the University promptly for the appropriate amount of tuition and any other applicable fees. Failure to remit the proper amount will render the Employee ineligible for continued participation in the Tuition Assistance Program.

Application for Tuition Assistance must be made prior to the end of the term for which tuition assistance is requested.

"I" and "Y" grades must be resolved within two (2) terms beyond the term in which the grade was earned.

- C. The application forms and Tuition Fee Credential Cards will be available at the Staff Benefits Office, as well as eligibility requirements and any additional information that may be necessary.
- D. Graduate School Tuition Assistance shall be subject to applicable taxation requirements, if any, of the Internal Revenue Service.

ARTICLE (22) LEAVE OF ABSENCE TO ACCEPT ELECTIVE OR APPOINTIVE STATE OR NATIONAL UNION OFFICE

- A. Should a Public Safety Officer be elected, or appointed, to a State or National Union Office, a leave of absence without pay may be granted at the discretion of the University for a period not to exceed one (1) year.
- B. To resume University service the Employee must provide written notification of his/her intent to return, on or before his/her leave termination date, at least thirty (30) days in advance of the date of his/her intended return. The Employee will return with the same continuing service status as in effect at the time of the granting of

leave. Salary will be increased by any general adjustments granted to the classification during the leave period and fringe benefits shall be those in effect at the time of the Employee's return.

- C. An Employee applying for such leave must give ninety (90) days written notice to the Director of Public Safety. Only one (1) Public Safety Officer is eligible for such leave at a time.

ARTICLE (23) LEAVES OF ABSENCE

A. Military

1. Short Term:

- a) If the period of absence does not exceed seventeen (17) calendar days, the Employee shall have the option of charging such absence to his/her vacation bank, if available, or requesting the University to pay him/her the difference between his/her military pay and his/her regular salary during the period served.
- b) Before leaving his/her assignment the Employee must notify his/her supervisor of the dates of his/her military duty, and submit a request to be absent from his/her employment for that period. Should the Employee elect to request University pay for the difference between his/her military pay and his/her regular University salary the Employee must present his/her military orders to the Payroll Office before he/she leaves for duty.

2. Extended Service:

- a) Upon application, a Military Leave of Absence (without pay) will be granted to Employees who are employed in other than temporary positions. This applies to Employees who are inducted through Selective Service or voluntary enlistment, or if the Employee is called through membership in the National Guard or Reserve component into the Armed Forces of the United States. A position "other than temporary" is one that at the time of hire was expected to be continuous for an indefinite term and was not limited to a specific, brief, and non-recurrent period.
- b) Reinstatement and rights after reinstatement are governed by applicable Federal laws.

B. Personal

Leaves of absence without pay up to three (3) months may be granted in cases of exceptional need for those Employees who have acquired seniority under the terms of this Agreement. Leaves may be granted for such reasons as settlement of an estate, serious illness of a member of the Employee's family, child care, or to complete degree requirements, but not for the purpose of obtaining employment elsewhere. Leaves of absence for like causes may be extended for additional three (3) month periods, but the total leave time shall not exceed one (1) year.

C. Illness

1. If after exhausting the sick and vacation banks, an Employee is unable for health reasons to return to work, the Employee shall have the right to leave without pay for the period of disability, but not to exceed one (1) year provided:

- a) The Employee has acquired seniority under the terms of this Agreement and is a regular full-time Employee. This applies to Employees who are not eligible under the income disability program.
 - b) The Employee submits a physician's statement to the Director of the University Health Service certifying his/her condition and estimated length of time off needed.
2. If any illness or injury arises out of or in the course of his/her employment, an Employee shall remain on illness leave for the extent of his/her absence, providing it does not exceed two (2) years, unless he/she redeems his/her compensation rights.
 3. In the event that the condition of an Employee's health or physical condition has been altered as a result of his/her absence, an effort will be made to find a position commensurate with his/her physical capacity.

D. Child Care Leave

1. Following the birth of an Employee's child, or following the adoption of a child under age six (6), an Employee shall be granted a Child Care Leave of Absence without pay provided:
 - a) The Employee has been a regular full-time Employee on active pay status for one (1) year or more.
 - b) The Supervisor receives at least a four (4) week advance written request.
 - c) All accrued vacation has been used.
 - d) The Child Care Leave, in combination with any other leave taken within the previous twelve (12) months, shall not exceed one (1) year.
2. **To Return to Work:**
 - a) The Employee shall confirm in writing the Employee's intention of resuming employment at least sixty (60) days in advance of availability date or expiration of leave, whichever occurs first.
 - b) The Employee must satisfactorily pass a return to work physical examination at the University Health Service.
3. **Insurance Continuance:**
 - a) Group medical and life insurance coverage may be continued by the Employee during the leave by paying the full group rate.
4. **Return Rights:**
 - a) For a period not to exceed ninety (90) days following date of availability, the University will offer the Employee the opportunity to be placed in a vacant position. Failure to accept the offer of employment shall satisfy the Employer's return to work obligation.
 - b) The Employee shall be immediately eligible for sick day accumulation.
 - c) The Employee begins to immediately accumulate vacation at the same rate as prior to leave.

- d) The Employee will return to work with:
 - 1) The same salary as in effect prior to the leave increased by adjustments granted to the classification in the interim;
 - 2) Eligibility for all benefits will be continued at the Employee's option as they were prior to leave;
 - 3) Such time is deductible from continuing service.

ARTICLE (24) LAYOFF AND RECALL

- A. When there is an indefinite reduction of the working forces, the following procedure shall govern in making layoffs:
 - 1. Probationary Public Safety Officers shall be laid off first.
 - 2. If additional layoffs are necessary, seniority Employees shall be laid off in inverse order of their seniority, provided those who desire to exercise their seniority are able to perform the work available.
 - 3. In the event the Employee has seniority to continue working but cannot perform the job of the next lower seniority Employee, the University shall reassign him/her if there is a job he/she can perform held by a lower seniority Employee.
 - 4. In the event of a permanent reduction of the level of employment for any reason, Employees who lack seniority or qualifications to continue working in lower seniority represented classifications will be given consideration for other available non-represented jobs they are capable of performing within the Department of Public Safety.
- B. Recalls from layoff shall be by order of seniority provided the Employee is able and qualified to perform the work required.
 - 1. Employees on the seniority list when recalled to work shall be given at least five (5) working days advance notice in which to report for work. Recalls shall be made by certified mail. Copy of notices shall be given to the Union.
 - 2. If any Employee fails to report within five (5) working days after being notified, or fails to give a satisfactory explanation for not reporting, he/she will be considered as having voluntarily quit.
 - 3. In instances in which Employees cannot return to work within the required time limit, the next Employee in point of service may be called and may be permitted to work until the senior Employee returns.
- C. When Employees are called to work or laid off, the Union shall be given the names and order of calling or laying off.
- D. Employees shall notify the University (Public Safety Department and University Personnel Office) of their proper post office address or change of address, and they shall be given a receipt from the University that such notice has been given. The University shall be entitled to rely upon the address shown upon its records for all purposes.
- E. A current seniority list will be maintained by the Employer. A copy of the seniority list will be furnished to the Local Union Committee.
- F. Nothing herein shall prevent the Union and the University from negotiating reduced work schedules to curtail layoffs.

- G. The Employer shall notify the Employee at least two (2) weeks in advance of layoff.
- H. Laid off Employees shall be given referral priority in a comparable position and salary elsewhere in the University for a period not to exceed six (6) months after layoff.

ARTICLE (25) INVESTIGATION/DISCIPLINE

I. INVESTIGATIVE PROCEDURES

- A. When information of alleged misconduct by an Employee comes to the attention of the Department, and the investigation has not focused on a specific Employee, because the identity of the accused is not known and/or the extent of participation of Employees is not known, the Employee is required to cooperate with the supervisor and provide information concerning the situation under investigation to the extent of providing verbal and/or written statements.
- B. When the investigation has focused (allegations are known) on a specific Employee, the following rights will apply prior to interviewing an Employee, and/or requiring the Employee to prepare a written statement regarding alleged misconduct on his/her part, which may result in disciplinary action, and the intent of the supervisor is to take disciplinary action against a specific Employee.
 - 1. The Employee will be provided a Steward unless he/she specifically waives the right in writing with a copy to the Union.
 - 2. The interrogation shall be conducted at a reasonable time. If questioning does occur during off-duty time, the Employee shall be compensated in accordance with overtime procedures.
 - 3. Prior to interrogation the Employee will be verbally advised of the following:
 - a) Alleged misconduct
 - b) Date and time of alleged misconduct
 - c) Name of person alleging the misconduct
 - 4. Written notification of the alleged misconduct will be provided, upon request, within 24 hours after the verbal notification.
 - 5. The Employee has a reasonable amount of time, not to exceed 24 hours, to contact a Union Representative or Steward.
 - 6. The Employee shall provide written statements regarding the alleged misconduct within 24 hours. The time limits for Items 5 and 6 shall run concurrently.
 - 7. In the event the incident deals with injury, death, or use of physical force, the time limit for Items 5 and 6 shall be two (2) hours and run consecutively (four (4) hours total).
 - 8. An Employee who is a witness to any alleged misconduct is required to cooperate with all interviews and investigations to the extent of making verbal and written statements and normal police reports.
 - 9. The role of the Steward and/or Union Representative will be to insure that no contractual right is violated.
 - 10. If a tape recording is made of the proceeding, the Employee and Union have access to the tape, in the form of a copy, upon written request, if the Employee is subsequently disciplined.

11. A probationary Employee will receive representation rights during the investigatory stages of the proceeding.

II. DETROIT POLICE DEPARTMENT INVESTIGATIONS

Prior to interviewing a principal as opposed to a witness, and/or requiring a written statement (P.C.R.), from the principal, regarding the principal's actions concerning his/her police duties, the following rights apply.

- A. The principal has a reasonable amount of time, not to exceed two (2) hours, to contact a Union Representative or Steward prior to interrogation, suspension or termination.
- B. The principal shall provide written statements (P.C.R.'s) within two (2) hours.

The time limits for Items A. and B. shall run consecutively.

III. DISCIPLINE, SUSPENSION/DISCHARGE

The Supervisory Staff of the Department of Public Safety is expected to use good judgment in reprimanding, disciplining or discharging any Employees. If a member of the supervisory staff has just cause to discipline an Employee, it shall be done in a manner intended to avoid embarrassment of an Employee before other Employees and the public.

- A. The Department of Public Safety subscribes to the concept of progressive discipline. However, in cases involving serious offenses, the Department may impose suspension/discharge penalties without prior infractions. For less serious offenses, the following disciplinary measures will be taken in a progressive manner:
 1. Verbal Reprimands: The first form of discipline which is intended to advise an Employee of infractions and to promote correction of offenses. This discipline will be verbal in nature, and the incident will be logged in a book maintained by the Shift Supervisors. Such verbal reprimands shall be maintained for a period not to exceed two (2) years.
 2. Written Reprimands
 3. Suspensions
 4. Discharge
- B. In Step One Discipline the Employee will be verbally advised of the following:
 1. Misconduct alleged
 2. Date and time of alleged misconduct
 3. Name of person alleging the misconduct

The advisement will be written in all other steps of discipline.

- C. When an Employee wishes to appeal a verbal or written reprimand, such Employee shall do so through the established Grievance Procedure and within the specified time limits. Should an Employee who is suspended, or discharged, consider the actions taken unjust, a grievance must be presented, in writing, through the Local President, or his/her designated representative, to Step 4 of the Grievance Procedure within 72 hours of the University's action.
- D. The Steward, or Union Representative, shall have the right to be present when a Employee is disciplined. It is understood that if a Steward is available on a shift, that Steward shall be used by the Employee.

- E. Records of discipline more than three (3) years old shall be removed from personnel files.
- F. If a tape recording is made of the proceeding, the Employee and the Union shall have access to the tape, in the form of a copy, upon written request.
- G. Nothing in the foregoing shall abridge the right of a supervisor to counsel with advice or admonish an Employee under his/her command. It is understood that proceedings under these conditions are verbal in nature.
- H. Any just cause or combination of just causes for which an individual Employee is determined to be guilty may result in discipline, up to and including dismissal.
- I. If it is subsequently determined that a suspension or discharge was unwarranted, the Employee shall be reinstated, with back pay, without loss of seniority, and no record of the action shall be retained in the Employee's personnel file.
- J. In the event an Employee is relieved from active duty with pay, pending an investigation into any incident, the Employer shall continue all contractual salaries and insurances until such time as the investigation is completed; such time spent away from work shall not be deducted from the Employee's accumulated sick/vacation/compensatory time banks.

ARTICLE (26) PHYSICAL EXAMINATIONS

Physical examinations shall be given at the University Health Service, by appointments arranged through the University Personnel Office under the following conditions:

- A. Prior to assignment or reassignment or reclassification, all Employees may be required to satisfactorily complete a physical examination.
- B. A physical examination may be required for current University Employees:
 1. After an illness of ten (10) or more consecutive working days.*
 2. After surgery.*
 3. After hospitalization.*
 4. After being off the payroll for more than twenty (20) consecutive working days for any reason other than vacation.
 5. Upon return from Workers' Compensation.
 6. Prior to placement on income disability.
 7. Prior to mandatory sick leave.

* For absences as stated in Points B-1, B-2, B-3, a "Physician's Report on Illness of Employee" shall be completed by the individual's physician before a return-to-work physical examination can be scheduled.
- C. A mandatory physical examination at University expense shall be scheduled in cases where the Director of Public Safety has reason to believe that an Employee is suffering from physical and/or mental illness or disability sufficiently serious to affect materially such person's ability to properly fulfill the duties and responsibilities of his/her University position.

ARTICLE (27) ILLNESS BANK

- A. An Illness Bank shall be set up and accumulated as follows:
1. Illness days shall accrue at the rate of .85 per pay period provided that an Employee is paid for work during that pay period.
 2. The Illness Bank shall accrue to a maximum of 132 days.
- B. In addition to excused absence for personal illness, the Illness Bank may be used for the special needs listed below:
1. Death of a member of the immediate family* (excluding those members of the family covered under Article (28), Bereavement Leave) up to five (5) consecutive working days.
 2. Quarantine required as a result of exposure to a communicable disease.
 3. Emergency care of a member of the immediate family* (up to two (2) consecutive working days).
 4. Attendance at the funeral of a person not in the immediate family (up to one (1) working day per contract year).
 5. An emergency medical or dental appointment.
 6. Employees who have completed nine (9) months of service may use up to two (2) additional days during the fiscal year for any personal reason other than those listed above (e.g. observance of religious holiday, a scheduled medical or dental appointment, etc.).
- * Immediate Family shall be defined as: husband, wife, father, mother, brother, sister, son, daughter, grandmother, grandfather, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, and son-in-law. Aunts, uncles, nieces, nephews, cousins and grandchildren shall be considered members of the immediate family only if living in the Employee's immediate household. Where a situation exists which is not covered by these relationships, determinations will be made by the Personnel Director.
- C. Absence due to personal illness may require verification by medical authority including one designated by the University Personnel Office, if so requested by the Director of Public Safety.
- D. Upon death, the surviving spouse, children, or estate, shall be paid one-half ($\frac{1}{2}$) of the accumulated Illness Bank up to a maximum of pay for thirty (30) days. After completion of five (5) years of continuous service, upon separation from the Employer's service for reasons other than retirement, or death, the Employer shall pay the Employee one-quarter ($\frac{1}{4}$) of his/her accumulated sick leave up to a maximum pay for fifteen (15) days provided that the Employee has given the Employer two (2) weeks' notice of intent to separate. However, any Employee hired on or after March 30, 1988, shall not be entitled to the payout of the Illness Bank upon resignation.

ARTICLE (28) BEREAVEMENT LEAVE

- A. Up to three (3) days of bereavement leave may be used for the bereavement of a member of the immediate family*. These days will not be charged against the Illness Bank.

* Immediate family shall be defined as: mother, father, sister, brother, spouse, and children. Grandmother, grandfather, mother-in-law and father-in-law shall be considered members of the immediate family if living in the Employee's household.

- B. One (1) day of bereavement leave, not charged against the Illness Bank, may be used for the bereavement of other family members who are related and living in the Employee's immediate household, for whom the Employee has assumed financial responsibility and declares them as a dependent for Federal income tax purposes.
- C. Two (2) additional days may be charged to the Sick Bank for bereavement of members of the immediate family.

ARTICLE (29) PREGNANCY AND RELATED ILLNESS

- A. In conformity with the Pregnancy Discrimination Act, and in accordance with University policy, Employees affected by illness or disabilities resulting from pregnancy, childbirth and related medical conditions, are treated the same as Employees affected by other illnesses or disabilities as follows:
- B. A pregnant Employee is required to notify the University in accordance with Article 23 C (1).
- C. An Employee illness or disability resulting from pregnancy, childbirth, and related medical conditions, shall be covered by the same benefits and procedures as other illness/disability under this Agreement, including coverage under Illness/Disability Bank, Vacation, Illness Leave of Absence Without Pay and Long-Term Disability Programs, if eligible.
- D. An Employee who does not wish to work prior or subsequent to delivery, but who is not ill or disabled, may request a Personal Leave of Absence under the same terms as such leaves are available to other Employees.

ARTICLE (30) INCOME DISABILITY PROGRAM

- A. The University, at no cost to the Employee, provides a program of disability income insurance.
- B. Participation begins after January, 1978, for Employees who have completed one (1) year of regular full-time employment at Wayne State University.
- C. If the insurance carrier approves the disability claim, income disability benefits will be paid starting the first of the month following six (6) months of continuous disability. The benefits will be paid as long as the disability continues or until the Employee reaches age sixty-five (65). However, if the disability commences after the Employee reaches age sixty (60), the benefits will continue for five (5) years or until the Employee reaches age seventy (70), whichever occurs first.
- D. Benefits under Income Disability are as follows:
 - 1. The individual shall receive a monthly income benefit which, including any disability benefits from social security and/or Workers' Compensation, is equal to sixty percent (60%) of the person's basic salary up to a maximum benefit of two thousand, five hundred dollars (\$2,500) per month. A three percent (3%) escalator is also included.
 - 2. The monthly income benefit shall never be less than fifty dollars (\$50).
 - 3. The Employee may continue life and medical insurance coverage with the University paying the full cost of the basic and supplemental life insurance and subsidizing medical coverage to the same extent such subsidy is provided to active Employees.

4. If the Employee is in the University (TIAA) Retirement Plan, the TIAA will pay the annuity premium in accordance with the provisions of the Plan. The premiums will be based on the individual's basic monthly salary at the time disability begins, and shall not exceed 15% of the said monthly salary.

ARTICLE (31) MEDICAL INSURANCE

- A. Effective the first day of the first full month following thirty (30) days after ratification of the Agreement, Medical insurance will be available to Employees through contracts and agreements executed by the Employer with Blue Cross/Blue Shield, BlueCare Network, Health Alliance Plan, OmniCare, SelectCare, and DMC CARE. An Employee may maintain coverage under only one (1) plan.

Coverage between the effective date of this Agreement and the first day of the first full month, following 30 days after ratification, will be in accordance with provision of the 1991-93 Agreement.

Effective the first day of the first full month following 30 days after ratification, the University's subsidy payment for all HMO/PPO's will equal the full cost of the premium for single, two person, or family coverage in effect on August 31, 1993, plus 70% of any increase in total HMO/PPO premium effective September 1, 1993, less \$30 per month for any family HMO/PPO coverage.

Blue Cross/Blue Shield Comprehensive Major Medical (BC/BS CMM) coverage has replaced the Blue Cross/Blue Shield coverage previously in place. The University subsidy payment for BC/BS CMM will be equal to the average cost on August 31, 1993 of the five HMO/PPO's for single, two person or family coverage less \$5 per month for single coverage, less \$50 per month for two person coverage and less \$90 per month for family coverage plus 70% of the average increase in HMO/PPO total monthly premium effective September 1, 1993.

- B. An Employee wishing coverage under one of the plans must make application within the first month of employment. The effective date of coverage is the first (1st) of the month following enrollment. In the event the Employee fails to apply within the first (1st) month, such Employee will be required to wait until the first of the month following ninety (90) days after application or until the next open enrollment period, depending upon the requirements of the individual plan.
- C. The deductible amount under the major medical insurance program will be fifty (\$50.00) dollars for individuals, with the maximum deductible for family coverage, One Hundred (\$100.00) Dollars.
- D. The University may unilaterally cancel an existing Medical Insurance Plan providing it accords Employees with conversion privileges to any successor plan of the Employee's choice. A change in health insurance carrier by the Employer will provide affected Employees with comparable health insurance coverage.
- E. Health Insurance Reopener

Either party may reopen the Contract in its second year for health insurance changes only, by sending the other party a certified letter not later than 9/26/94. The letter shall be sent to the University's Labor Relations Department, or to the President of the Union, in care of the Department of Public Safety.

ARTICLE (32) LIFE INSURANCE

- A. Group term non-contributory life insurance will be \$25,000.00 for all full-time Employees covered by this Agreement. Additional amounts of supplemental life insurance may be purchased at subsidized rates by election of Option #2 or #3 below. All eligible Employees shall be entitled to elect one of the following:

Option #1

\$25,000 non-contributory insurance only.

Option #2

\$25,000 non-contributory insurance plus supplemental insurance equal to one times annual salary.

Option #3

\$25,000 non-contributory insurance plus supplemental insurance equal to two times annual salary.

- B. Employees shall have the privilege of conversion of the remaining amount of their group life insurance to any standard policy issued by the insurance company without physical examination.

ARTICLE (33) DENTAL INSURANCE

- A. The University will provide Dental Insurance to all non-probationary Employees. Eligible dependents must be enrolled prior to the start of coverage.
- B. The Employer may unilaterally cancel an existing Dental Insurance Plan provided it affords Employees conversion privileges to the successor plan. A change in the dental insurance carrier by the Employer will provide Employees with comparable dental insurance coverage.

ARTICLE (34) RETIREMENT

- A. An Employee who has been employed for two (2) full years by the Employer and is twenty-six (26) years of age shall be eligible for voluntary participation in the retirement program established with Teachers Insurance and Annuity Association and the College Retirement Equities Fund (TIAA/CREF) as well as any other University sponsored retirement investment program.
- B. The Employee shall contribute five (5%) percent of his/her regular salary and the Employer shall contribute ten (10%) percent of his/her regular salary beginning with date of employment after July 1, 1966 to an account in the Employee's name established with TIAA/CREF.
- C. The Employee may also deposit additional money with TIAA/CREF.
- D. Upon termination of employment prior to retirement, an Employee having less than five (5) years of contribution to TIAA/CREF, or who has less than \$2,000.00 on deposit, is entitled to a full refund of the Employee's contribution.
- E. A retiree shall be defined as an Employee who:
1. Has participated in the retirement program for at least five (5) years, or has at least ten (10) years of University service.
 2. Has attained the age of fifty-five (55).

- F. A retiree shall be entitled to the following benefits provided he/she notifies the Employer in writing of the initial intent to retire at least two (2) weeks prior to the date of retirement.
1. Life insurance coverage (currently \$2,500) with the premium paid in full by the Employer.
 2. Continued medical insurance provided the retiree pays the full monthly premium.
 3. Pay for any unused accrued vacation days.
 4. Pay for one-half ($\frac{1}{2}$) of the unused accumulated illness bank up to a maximum of thirty (30) days pay.

ARTICLE (35) SPECIAL CONFERENCES

- A. Special conferences for important matters other than grievances subject to consideration under the Grievance Procedure, will be arranged between the Local President of the Union and the designated representative of the Human Resources Division upon request of either party. Such meetings shall be between representatives of the University and representatives of the Union not to exceed four (4). 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. The members of the Union shall not lose time or pay for time spent in special conferences. This meeting may be attended by a representative of the Council and/or a representative of the International Union.
- B. Agreements may be reduced to writing at the request of either party. It is understood that any matters discussed, or any action taken pursuant to such conferences, shall in no way change or alter any of the provisions of the Collective Bargaining Agreement, or the rights of either the University or the Union under the terms of the Agreement.

ARTICLE (36) SALARY SCHEDULES

The Schedule of Salaries, including compensation for briefing time, for Employees covered by this Agreement shall be in accordance with the following schedule. All increases shall be effective with the first full pay period following the dates indicated:

1st Year - 1993-94

Effective 10/1/93 - 2.0% ATB, 1.0% Bonus

Minimum	\$28,533
Step 1	30,666
Step 2	33,434
Maximum	38,621

2nd Year - 1994-95

Effective 10/1/94 - 2.0% ATB, 1.0% Bonus

Minimum	\$29,104
Step 1	31,279
Step 2	34,103
Maximum	39,393

3rd Year - 1995-96

Effective 10/1/95 - 2.0% ATB, 1.0% Bonus

Minimum	\$29,686
Step 1	31,905
Step 2	34,785
Maximum	40,181

Employees in the Step Schedule shall advance within the Schedule upon their yearly anniversary date. The Employer may hire a P.S.O. up to the Step below maximum of the salary schedule based upon prior experience.

The University may determine to drop the start rate from the schedule. If this is done, the former Step 1 shall be the start rate with other steps renumbered to reflect the more rapid progression.

ARTICLE (37) GRIEVANCE PROCEDURE

A. Purpose

The purpose of this grievance procedure is to establish effective machinery for the fair, expeditious, and orderly adjustment of alleged grievances.

B. Definition of Grievance

A grievance is defined as a violation of a specific section of this Agreement.

C. Informal Resolution

The informal resolution of differences of potential grievances at the lowest possible level of management supervision is especially desirable among professional law enforcement officers and is encouraged within the Department of Public Safety.

D. Timely Actions

Department of Public Safety management supervisors and University administrative officers shall give prompt attention to any grievance presented and, within the scope of their authority, take such timely action as is required. The Union, in turn, shall under the provisions of this Grievance Procedure exercise its responsibilities with all due dispatch in the interest of insuring fairness of treatment and prompt resolution of disputes.

A formal grievance must be submitted in writing within twelve (12) days of the occurrence of the condition(s) giving rise to the grievance, or within twelve (12) days of the date it is reasonable to assume that the Employee(s) should reasonably have become aware of the conditions giving rise to the grievance, whichever is later, in order for the matter to be considered a grievance under this Agreement.

E. Grievance Process

Any dispute or alleged grievance which may arise between the University and the Union involving the meaning, interpretation, or application of the terms of this Agreement shall be resolved in the following Step order:

Step 1

Any Employee with an alleged grievance, or a designated member of a group having such a grievance, after first having notified his/her immediate management supervisor of his/her grievance, must discuss the matter directly and informally with his/her immediate management supervisor or request that his/her Steward be called for the purpose of attempting to resolve the matter. All remedies will be consistent with this Agreement.

Step 2

In the event the aggrieved Employee does not receive a satisfactory resolution of the matter within five (5) days of his/her informal presentation, the Steward and the grievant may reduce the alleged grievance to writing on forms supplied by the Employer, and formally, within five (5) days resubmit same to the Employee's immediate management supervisor. Such formal grievance shall state the date(s), nature and facts of the alleged grievance, the contract provision(s) alleged to have been violated, and the adjustment sought. The Employee's immediate management supervisor shall give his/her written

disposition on the grievance to the Union within five (5) days of receipt of the formal written presentation.

Any grievance not appealed in writing to Step 3, from an answer at Step 2, within five (5) days of such answer, shall be considered settled and not subject to further review.

Step 3

An appeal of a grievance from Step 2 to Step 3 shall be submitted in writing by the Union to the Director of Public Safety, or his/her designated representative, who shall call a meeting within ten (10) days of receipt of the appeal. The Director of Public Safety and a designated representative (not to exceed three (3) in total number), shall meet with the Union's representatives (not to exceed three (3) in total number, including the grievant). The Director of Public Safety shall forward a written disposition to the Union within five (5) days following the meeting. Any grievance not appealed from Step 3 to Step 4 within five (5) days of such disposition shall be considered settled and not subject to further review.

Step 4

An appeal of a grievance from Step 3 to Step 4 shall be submitted in writing by the Union to the Human Resources Division or a designated representative, who shall call a meeting within ten (10) days and give a written disposition to the Union within five (5) days following the meeting.

In the event a satisfactory settlement of the grievance is not reached following the disposition of the Human Resource Division, or a designee, the Union may, within thirty (30) calendar days after receipt of the disposition request arbitration by simultaneous written notice to the Employer and the American Arbitration Association or the Federal Mediation and Conciliation Service.

F. Arbitration

Any unresolved grievance which has been fully processed through the last Step of the Grievance Procedure may be submitted to arbitration in strict accordance with the following:

1. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the Employer and the Union within seven (7) days after notice has been given. If the parties fail to select an Arbitrator, the American Arbitration Association or the Federal Mediation and Conciliation Service shall be requested by either or both parties to provide a panel of five (5) Arbitrators. Both the Employer and the Union shall have the right to strike two (2) names from the panel.

The University and the Union shall on alternate grievances strike the first name. On the first grievance submitted to arbitration under this contract the Union will strike the first name and the process will be reversed for subsequent grievances.

2. The jurisdictional authority of the Arbitrator is defined and limited to the determination of any grievance which involves a controversy concerning compliance with any provision of this Agreement and is submitted to him/her consistent with the provisions of this Agreement.

3. The Arbitrator shall have no power to add to, or subtract from, or modify any of the terms of the Agreement, nor shall he/she substitute his/her discretion for that of the Employer or the Union where such discretion has been retained by the Employer or the Union, nor shall he/she exercise any responsibility or function of the Employer or the Union.
4. The decision of the Arbitrator shall be final and binding on the parties, and the Arbitrator shall be requested to issue his/her decision within thirty (30) days after the conclusion of testimony and argument.
5. 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.

G. Miscellaneous

1. In the event the Union wishes to submit a grievance on its own initiative, on behalf of all its members, it shall reduce the grievance to writing and submit it to the Director of Public Safety and the grievance procedure will then be operative from that Step.
2. Nothing in this Agreement shall limit the right of the Employer to temporarily fill any position pending the resolution of a grievance or to exercise any other right of management.
3. By mutual written agreement, extension of time limits may be granted.
4. When references are made to days, only "week days" (Monday-Friday) are intended.
5. Time Limits:
 - a) Any grievance not presented for disposition through the grievance procedure within twelve (12) days of its occurrence, or twelve (12) days of the date it is reasonable to assume that the Employee became aware of it, shall not thereafter be considered a grievance under this Agreement.
 - b) Any grievance not answered by the Employer within the specified time limits may be submitted to the next Step of the grievance procedure. Should the Human Resources Division or its designee fail to call a meeting within ten (10) days of the Union's Step 3 appeal, or should he/she fail to give a written disposition to a grievance after the Step 4 meeting within five (5) days, the Union may, within forty-five (45) days, request Arbitration as outlined in the foregoing sections.

It is understood that the Employer's failure to respond, along with other competent evidence, shall be considered by the Arbitrator in determining the merits of the case.
 - c) If the Union provides notice to the Employer of its intent to take a grievance to arbitration but fails to make application to the American Arbitration Association, the matter shall not thereafter be considered a grievance under this Agreement.
 - d) The Union will provide the Employer with an up-to-date listing of designated Stewards.
6. Management supervisor is defined as any supervisor with the rank of Sergeant or above.

ARTICLE (38) EVALUATIONS

The Employee and University agree that as long as the Department shall use a separate system of work performance evaluations apart from the University, that such evaluations shall be given to uniformed Officers on a quarterly basis and to non-uniformed officers every six (6) months. These evaluations shall be given in a timely manner, not to exceed three (3) weeks past the end of each time period worked; however, Christmas Closure shall be exempted from these time limitations.

Should the Employee or his/her Supervisor be on any approved leave during this time, such evaluation shall be issued within five (5) days upon the return to work of the Employee or his/her Supervisor.

All evaluations shall be given and discussed during the Employee's regular shift.

Should the evaluation not be given within the above time frame, no evaluation for that period worked will be given unless so requested by the Employee within four (4) weeks past its conclusion.

Work performance evaluations are not subject to the grievance or arbitration procedures. Employees with two years seniority may appeal their evaluations directly to the Director of Public Safety.

ARTICLE (39) INVALIDITY

In the event any portion of this Agreement is declared to be or becomes inoperative under State or Federal law, the balance of the Agreement shall remain in full force and effect, and the parties hereto agree to meet and renegotiate the inoperative portion of the Agreement.

ARTICLE (40) PROMOTIONS

A. The following numerical percentages will be used for promotional purposes.

Written Examination	50%
Seniority	10%
Quarterly Evaluation	40%

B. In order to be eligible for the process of promotion to Sergeant, an Officer must have two (2) years seniority.

C. An Officer will receive two (2) percentage points for each year of service to a maximum of ten (10) points.

D. A final list shall be established at the completion of the promotional process, ranking Officers in numerical order.

E. The Director of Public Safety may choose for promotion any Officer who is ranked in the top five (5) on the promotion list.

F. The promotional list shall run for two years. However, no promotional exam need be given, unless there is a vacancy which the University intends to fill. The University may examine for promotion as needed, upon giving sixty (60) days notice.

G. The written examination pass score shall be sixty (60%) percent. Examinees shall have their exam performance reviewed with them to facilitate understanding of incorrect answers. This review shall be conducted so as to ensure confidentiality of test items. At least sixty (60) days prior to examination, examinees shall receive a listing of test items topics to facilitate their study.

- H. At the Department's discretion, it may utilize the Assessment Center method for promotional testing. If this option is utilized, the following conditions shall apply:
1. The Department may select the consultant or organization of its choice to professionally administer the Center.
 2. Only those who achieved a sixty (60%) percent score on the written exam shall be eligible for further evaluation under this option, subject to a maximum of eight (8).
 3. The weights, if the Assessment Center is utilized, shall be as follows:

Assessment Center	70%
Seniority	10%
Quarterly Evaluation	20%
 4. All other sections of this Article continue to apply except Section A.
 5. Nothing precludes the Department from utilizing the Assessment Center option one time, more times, or not at all.

ARTICLE (41) EMERGENCY CLOSING

- A. Whenever the University closes due to an emergency (such as a snow storm, tornado, flood, or any other such duly declared emergency), Employees who are unable to report to work as a result of such emergency must call and report same to their/a supervisor. In that case, the Employee shall receive pay provided they are able to exercise the following options in the order listed:
1. Access compensatory time, if any.
 2. Charge vacation bank, if any.
 3. Charge to personal business day, if any.
- If an Employee fails to call-in, the Employee will not be paid for that day.
- B. An Employee who reports to work during emergency closure will receive compensatory time off on a straight time basis in addition to their regular pay.

ARTICLE (42) WORKERS' COMPENSATION

- A. The Employer, in accordance with statutory requirements, provides Workers' Compensation if an Employee is injured in the course of employment by providing for a continuation of a portion of the Employee's wages.
- B. Workers' Compensation benefits will be supplemented by accrued illness days until they are exhausted to maintain regular after tax net income. When accrued illness days are exhausted, accrued vacation days will be used to supplement workers' compensation benefits until the bank is exhausted. Such accrued illness or vacations days will be depleted on an hour-for-hour basis.
- C. Employees will not accrue additional illness or vacation days while they are receiving workers' compensation benefits.

- D. The Employee shall be paid the supplement, unless the Employee notifies the University's Risk Management Department at least 48 hours prior to becoming eligible for the workers' compensation, based on loss of the statutorily required number of days. The Employee's designation of not wanting the supplement may not be changed except by mutual agreement between the parties.
- E. If favored work/light duty placement is feasible, as determined by the University, then the Employee may be placed in any University position for which he/she is, or can become qualified.
- F. The duration and scheduling of the favored work/light duty shall be at the Department's discretion. Favored work placement outside the unit shall be subject to the policies or contract language of that unit.
- G.
 1. Providing the Employee can return to unrestricted duty, and the time not working or placed out of the unit in favored work does not exceed two (2) years, the Employee shall return to the former classification.
 2. After two (2) years not working or out of the unit, the Employee's seniority in the Police bargaining unit terminates.
 3. Return to work from a leave due to any injury arising out of and in the course of employment, shall be subject to MLEOTC requirements.
 4. Police bargaining unit seniority shall remain frozen, subject to the two year limit above, while the Officer is on Workers' Compensation Leave or is working in another classification outside the unit in the University.
- H. Dues, if any, while out of the unit shall be to the appropriate unit covering the favored work.

ARTICLE (43) SHIFT SELECTION

Limited shift selection will be allowed. The guidelines agreed upon are set forth below.

1. The project is to begin and end on a scheduled shift rotation date.
2. Sixty-five percent (65%) of the complement of assigned uniformed Officer positions on each shift will be available for selection. If 65% of the available positions does not equal a whole number, the number will be rounded up to determine the number of positions available for selection.
3. Uniformed shift Officers with more than three years of service are eligible for inclusion in the project and may select one of the available shifts according to seniority.
4. The Union will receive 12 week advance notice of the number of positions on each shift which are available for selection on the term being scheduled.
5. The Union will complete the selection process and provide a list of names and corresponding shifts selected to the Director or his designee. This list must be submitted ten (10) weeks prior to the first day of the term being scheduled. Tentative schedules will be posted 60 days prior to the beginning of the term.
6. An eligible Officer may opt out of making a selection and become subject to the normal shift assignment procedure. The Union may then go to the next eligible Officer to allow for filling of all of the available positions.
7. If all of the available positions are not selected, those remaining will be filled through the existing shift assignment procedure.
8. An eligible Officer who does select a shift may not then arrange a shift trade.

ARTICLE (44) CHANGE AND TERMINATION

This Agreement shall remain in full force and effect until the 30th day of September, 1996, and thereafter shall be renewed from year to year unless any party hereto shall notify the other party, in writing, not more than 120 days and not less than 90 days prior to any anniversary date of this Agreement, of its desire to change in any way or to terminate the Agreement. Such written notice shall be sent by registered or certified mail to the other party. In the event such notice is given, the parties shall begin negotiations within 45 days of notice.

SIGNATORY TO AGREEMENT

**ACCEPTED FOR
THE BOARD OF GOVERNORS OF
WAYNE STATE UNIVERSITY**

Lynne C. Schaefer

Lynne C. Schaefer, Vice President
for Administrative Services

Bruce J. Gluski

Bruce J. Gluski, Contract Administrator
Labor Relations

Dallas Schneider

Dallas Schneider, Director
Public Safety

Steve Fush

Steve Fush, Captain
Public Safety

**ACCEPTED FOR
WAYNE STATE UNIVERSITY
POLICE OFFICERS ASSOCIATION**

Kim Fletcher

Kim Fletcher, President

Donald Goodson, Vice President

Dwayne D. Barker

Dwayne Barker, Secretary/Treasurer

Abby Donnelly

Abby Donnelly, Chief Steward

**ACCEPTED FOR
POLICE OFFICERS LABOR COUNCIL**

Brian Smith

Brian Smith, Field Representative

Date: April 25, 1994

Letter of Agreement #1

WAYNE STATE UNIVERSITY

June 9, 1980

Mr. Richard Weiler
Executive Board, POAM
2990 W. Grand Boulevard
Detroit, MI 48202

Re: Personal Business Days

Dear Mr. Weiler:

During our most recent negotiations, the issue of the use of personal business days was discussed by both parties. This letter is to clarify those discussions.

It is the intent of the University to grant personal business days to Officers who request them under the terms of the Agreement.

However, the University cannot guarantee that more than one personal business day request will be granted per shift. Departmental management may grant an additional person a personal day based on their determination of manpower needs.

Very truly yours,

Philip E. Heideman
Assistant Vice President
Human Resources

Letter of Agreement #2

WAYNE STATE UNIVERSITY

June 9, 1980

Mr. Richard Weiler
Executive Board, POAM
2990 W. Grand Boulevard
Detroit, MI 48202

Re: Two (2) Person Scout Cars

Dear Mr. Weiler:

During negotiations, the Union expressed a concern over the manning of scout cars during evening hours.

In an effort to address this concern, it is the intent of the University to place two (2) employees in scout cars at nightfall or in no event any later than 9:30 p.m. each evening.

Very truly yours,

Philip E. Heideman
Assistant Vice President
Human Resources

Letter of Agreement #3

WAYNE STATE UNIVERSITY

October 5, 1981

Mr. Richard Weiler
Executive Board, POAM
2990 W. Grand Boulevard
Detroit, MI 48202

Re: Indemnification of Governors, Officers, and University Employees

Dear Mr. Weiler:

In the course of our on-going contract negotiations, the Union expressed concern about the amount and sufficiency of protection existent in the event a lawsuit is filed against one or more of it's members.

At the September 14, 1973, meeting of the Wayne State University Board of Governors, a statute was passed which will protect all University employees. Since this statute becomes general University policy, it is applicable to Public Safety Officers and provides all the protection necessary so that these employees may feel secure that they will be protected should they be placed in a liability situation.

The statute adopted by the Wayne State University Board of Governors, September 14, 1973, reads as follows:

"Any person serving as a member of the Board of Governors or an officer or employee of the University shall be indemnified and held harmless from all costs, expenses, and liabilities incurred by him/her in his/her capacity as governor, officer, or employee which arises out of their employment and within the scope of their authority, except for willful misconduct and liability related to professional negligence or malpractice. In all such instances indemnification shall be available only if the University has provided counsel or has given written consent to outside counsel."

This statute satisfies all problems which have been raised at the bargaining table in this area of concern.

Very truly yours,

Philip E. Heideman
Assistant Vice President
Human Resources

Letter of Agreement #4

WAYNE STATE UNIVERSITY

October 5, 1981

Mr. Richard Weiler
Executive Board, POAM
2990 W. Grand Boulevard
Detroit, MI 48202

Re: Overtime Payments

Dear Mr. Weiler:

During the course of negotiations the Union expressed some concern over the delay in the payment of overtime once overtime hours had been worked.

In an effort to address that concern it is the intent of the University to pay overtime on the nearest possible pay date following the date(s) on which overtime was earned.

Very truly yours,

Brenda R. Malone
Labor Relations Specialist

Letter of Agreement #5

WAYNE STATE UNIVERSITY

January 16, 1985

Mr. Richard Ziegler
Fraternal Order of Police
6735 Telegraph - Suite 395
Birmingham, Michigan 48010

Re: Supplemental Illness Bank - "Incident Related"

Dear Mr. Ziegler:

Effective with the signing of the Master Agreement by both parties, an Employee who is unable to work as a direct result of an "incident related" injury received in the line of duty shall be entitled to have his/her illness bank supplemented to a maximum of 132 days. In the event of absence due to such an injury, an Employee would receive full pay for a period not to exceed six (6) months.

Incident related injuries are defined as those types of injuries which are uniquely associated with the performance of police work and are directly related to the dangerous aspects of the job. (Example: Gun shots, stabbing, injuries received in vehicle accidents.)

Should Workers' Compensation Benefits be payable to an Employee, the illness bank will be used to supplement Workers' Compensation payments to insure full pay. Such illness bank shall not accrue additional days.

The illness bank will be reduced by one (1) day for each day of absence regardless of any offset by Workers' Compensation payments.

Upon return to work, prior to the conclusion of the six (6) month period, an Employee's illness bank will be returned to the number of days it contained prior to the duty related injury, plus any appropriate accumulation.

Upon exhaustion of said bank, Employees with one (1) year or more of service and who are still unable to return to work, are eligible to be placed on long term disability.

Once an Employee is placed on long term disability, their original illness bank will be used to supplement benefits received to ensure full salary until such time as the bank is exhausted.

It is understood that the decision as to whether or not an injury received on the job conforms to the definition outlined above is not grievable beyond the fourth step of the grievance procedure, as well, it is understood that there will be no cash pay-off of unused illness days furnished under this program upon separation or retirement.

Very truly yours,

Brenda R. Malone
Contract Administrator

Letter of Agreement #6

WAYNE STATE UNIVERSITY

March 21, 1988

Mr. Jerry Caster
6735 Telegraph - Suite 395
Birmingham, MI 48010

Re: Overpayments

Dear Mr. Caster:

In the event that an Employee is overpaid by the University, such employee is required to repay the University promptly the amount of the overpayment.

It is understood that, where no dispute exists as to the overpayment or as to the amount owing, the University may recoup the overpayment by deducting up to fifteen percent (15%) of the employee's gross bi-weekly pay until the overpayment has been paid. Nothing contained in this letter shall preclude the parties from making alternate arrangements to repay the amount owing.

Very truly yours,

Brenda R. Malone
Assistant Vice President
Labor Relations

Letter of Agreement #7

WAYNE STATE UNIVERSITY

December 9, 1993

Mr. Brian Smith, Field Representative
Police Officers Labor Council
667 E. Big Beaver - Suite #205
Troy, MI 48083-1413

Re: Light Duty for Pregnant Officers

Dear Mr. Smith:

The decision to afford light duty for pregnant Officers shall be at the Department's discretion, but if provided, the duration and scheduling of light duty shall ordinarily be for a period not to exceed ninety (90) days, nor ordinarily be for more than one Officer at a time. The affording of light duty shall be on a discretionary basis, during the life of the Agreement only, and shall not be precedent setting as to other perceived needs for light duty work.

The decision to end a light duty assignment for pregnant Officers prior to ninety (90) days shall not be grievable, given the discretionary nature of the decision to offer and schedule it.

Any light duty police work provided for pregnant Officers shall be at the Officer's current wage rate. Furthermore, no light duty schedule shall be for less than a full shift, and a weekly schedule shall be developed by the beginning of each work week for that Officer.

The first pregnant Officer to request light duty shall have priority for such work regardless of seniority of Officers who subsequently become pregnant and request such work.

Very truly yours,

Bruce J. Gluski
Contract Administrator
Labor Relations Department

