

6/30/91

AGREEMENT

BETWEEN

CASS COUNTY INDEPENDENT
EMPLOYEES ASSOCIATION

AND

THE CASS COUNTY BOARD
OF COMMISSIONERS

AND

THE PROSECUTING ATTORNEY FOR
THE COUNTY OF CASS

AND

THE REGISTER OF DEEDS FOR
THE COUNTY OF CASS

AND

THE CLERK OF THE COUNTY OF CASS

AND

THE TREASURER OF THE COUNTY OF CASS
AGREEMENT

PREAMBLE

THIS AGREEMENT entered into this 2nd day of May, 1988, between the BOARD OF COMMISSIONERS OF THE COUNTY OF CASS, the PROSECUTING ATTORNEY FOR THE COUNTY OF CASS, the REGISTER OF DEEDS FOR THE COUNTY OF CASS, the CLERK OF THE COUNTY OF CASS, and the TREASURER FOR THE COUNTY OF CASS, hereinafter collectively referred to as "Employer", and the CASS COUNTY INDEPENDENT EMPLOYEES ASSOCIATION, hereinafter referred to as the "Association".

Cass County

LABOR AND INDUSTRIAL
RELATIONS COLLECTION
Michigan State University

Purpose and Intent

The general purpose of this Agreement is to set forth the terms and conditions of employment that will prevail for the duration of this Agreement, and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Association.

The parties recognize that the interest of the community and the job security of the employees depend upon the Employer's success in maintaining, on as efficient a basis as possible, proper service to the community.

To these ends, the Employer and the Association encourage to the fullest degree, friendly and cooperative relations between the respective representatives at all levels.

ARTICLE I

RECOGNITION

Section 1. Recognition. Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Association as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours or employment, and other conditions of employment for all employees of the Employer included in the collective bargaining unit described below:

All full-time and regular part-time employees of Cass County, Michigan (including animal control officers) but excluding all elected officials, sworn sheriff's department employees, professional employees, library employees, health department employees, mental health department employees, medical care facility employees, planning commission employees, and all other executive, supervisory or confidential employees as defined in the act.

Section 2. Aid to Other Unions. The employer will not aid, or promote or finance any labor group or organization which purports to engage in collective bargaining for the members of the bargaining unit or make any agreement with any such group or organization for the purpose of undermining the Association.

Section 3. Non-Discrimination. The employer and the Association agree that for the duration of the Agreement, neither shall engage in unlawful discrimination of any kind, nor shall the Employer or its agents nor the Association, its agents or member, discriminate against any employee because of membership or non-membership in the Association.

Section 4. Union Security. Subject to such rights of individuals as may be provided by law, as a condition of continued employment, all employees in the bargaining unit shall pay to the Association an amount equal to the Association's regular and usual initiation fees and its regular and usual monthly dues for the services provided by the Association in representation and contract administration.

Section 5. Dues Check-Off. Upon receipt of an authorization form signed by an employee covered by this Agreement, the Employer will each month deduct from the employee's pay the amount authorized for Association membership dues or representation fees. Deductions will be made by the Employer from each pay period. Deduction of dues or representation fees shall be remitted to the designated treasury of the Association as soon as possible after they are deducted. The Employer shall furnish monthly to the designated financial officer of the Association with a list of those for whom the Association has submitted a check-off for dues, and the amount of the deductions which have been made. The Association shall indemnify the Employer and hold it harmless against any and all suits, claims, demands and liabilities that may arise out of or by reason of the adoption of the foregoing provisions, or that shall arise out of or by reason of any action that may be taken by the Employer for the purpose of complying with the foregoing provisions or in reliance of any notice or assessment which shall have been furnished to the Employer under the foregoing provisions.

Section 6. Association Activity. The Association agrees that, except as specifically provided for pursuant to the terms and conditions of this Agreement, employees shall not be permitted to engage in Association activity during working time.

Section 7. Association Representation.

(a) The Employees covered by this Agreement will be represented by no more than four (4) Stewards, one (1) of which will be the Association President, and each of which shall be a non-probationary bargaining unit member. The Association shall have the exclusive right to assign the area of responsibility to said Stewards, provided that the area includes his or her own department.

(b) Employer will be notified of the names of the Stewards and Officers and their areas of responsibility.

(c) The Stewards, during working hours, without loss of time or pay, may present grievances to the Employer.

(d) The President shall be allowed the necessary time off during working hours without loss of time or pay to meet with the Employer or its representatives to discuss present grievances and to attend such meetings as scheduled by the Employer, which the Employer requests the presence of the President to attend.

(e) Grievance investigations shall take place during non-working hours whenever possible, and any Association representative otherwise permitted by this Agreement to participate in the grievance process shall receive permission in advance from his or her immediate supervisor, which permission shall not be unreasonably denied.

(f) Employees covered by this Agreement may be represented in negotiations by no more than four (4) bargaining committee members without the specific approval of the Employer.

(g) All bargaining by the parties shall commence at a time and place that is mutually agreed upon, and members of the bargaining committee shall be paid by the Employer for time lost from their regularly scheduled work while attending negotiation sessions with the Employer.

ARTICLE II

MANAGEMENT RIGHTS

The Association recognizes that, except as specifically limited or abrogated by the terms and provisions of this Agreement, all rights to manage, direct and supervise the operations of the Employer and the employees therein are vested solely and exclusively in the Employer and its Department Heads.

ARTICLE III

SPECIAL CONFERENCES

Special Conferences on important matters, excluding grievances, will be arranged between the Association and the County Administrator upon the request of either party. Unless otherwise agreed, such meetings shall be between representatives of Management and representatives of the Association. Arrangements for such special conference 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. If the other party has an agenda of items that it wishes to discuss, the agenda shall be delivered to the other party before the meeting. Unless otherwise agreed, matters taken up in the special conference shall be confined to those included in the agendas. Special Conferences shall be held between the hours of 9:00 a.m. and 5:00 p.m. (unless otherwise mutually agreed). Association representatives shall not lose time or pay for time lost from regularly scheduled work while attending conferences. This meeting may be attended by representatives of the Board of Commissioners, elected officials, the Employer's Labor Relations counsel and the Association Labor Counsel. Those who will be in attendance will be listed on the agenda of both parties.

Unless otherwise agreed, a Special Conference requested by either party shall not occur more often than once a month.

ARTICLE IV

GRIEVANCE PROCEDURE

Section 1. Grievance Defined. A grievance shall be defined as any dispute regarding the meaning, interpretation, application or alleged violation of the terms and provisions of this Agreement.

Section 2. New Employees who are serving their probationary period may be discharged or placed on layoff without recourse to the Grievance Procedure.

Section 3. An employee who believes he/she has a grievance must submit his/her grievance in accordance with the following procedure:

STEP ONE:

To be processed under this grievance procedure, a grievance must be reduced to writing, stating the facts upon which it is based, when they occurred, must specify the Articles and Sections of this agreement which allegedly have been violated, the remedy requested and must be signed by the grievant and the steward.

The grievance must be filed with the aggrieved employee's department head within five (5) working days of the occurrence or within five (5) working days of the time that the employee should have reasonably had knowledge of the occurrence.

The department head shall submit a written answer to the grievance to the steward, within five (5) working days of receipt of the grievance.

If the answer is acceptable it shall be signed by the department heads, steward and the grievant with each retaining a copy of the settlement.

Grievance settlements by department heads shall be non-precedent setting and may not be used in the settlement of other grievances.

STEP TWO:

If the answer of the department head is not acceptable, the grievant and/or steward shall submit the written grievance along with any answer received to the County Administrator within five (5) working days of the first step answer or within five (5) working days of when the first step answer should have been received.

The County Administrator shall arrange a meeting with the grievant, the steward and the Association Labor Consultant within ten (10) calendar days after receipt of the appeal.

A written answer to the grievance shall be submitted to the Association within ten (10) calendar days after the next scheduled meeting of the Board of Commissioners.

If the answer is acceptable it shall be signed by the grievant, the Association President and the County Administrator with each retaining a copy of the grievance.

STEP THREE:

If the grievance is not resolved in the foregoing steps, the Association may submit a request to the Federal Mediation and Conciliation Service in accordance with its voluntary rules provided, however, that the submission of the grievance to Arbitration is made within thirty (30) calendar days of the Step Two answer. The Arbitrator shall have no power to add to, subtract from, change or modify any provision of this Agreement.

Nothing herein shall be construed to limit the authority of the Arbitrator, in his own judgment to sustain, reverse or modify any alleged unjust discipline. No back pay shall be awarded for more than thirty (30) days prior to the grievance being filed in writing.

The decision of the Arbitrator shall be final and binding on all parties hereto. The expenses and fees of the Arbitrator shall be borne equally by the Employer and the Association.

Section 4. Time Limits. Time limits at any Step of the grievance procedure may be extended only by written agreement between the Employer and the Association. In the event the Association does not appeal a grievance from one Step to the next within the time limits specified, the grievance shall be considered as being withdrawn by the Association. In the event the Employer fails to reply to a grievance at any Step of the grievance procedure within the specified time limits, the grievance shall automatically be referred to the next Step in the grievance procedure.

Section 5. Discharge and Discipline Grievances. Grievances involving Suspension or Discharge shall begin at Step Two of the Grievance Procedure.

ARTICLE V

DISCHARGE AND SUSPENSION CASES

Section 1. Grievance Filing. In the event an employee who has completed his probationary period shall be suspended from work for disciplinary reasons or is discharged from his employment after the date hereof and he believes he has been unjustly suspended or discharged, such suspension or discharge shall constitute a case arising under the grievance procedure, provided a written grievance with respect thereto is presented to the department head within five

(5) working days after such discharge or after the start of such suspension.

(a) The Employer agrees to promptly notify the Association of any suspension or discharge.

(b) Upon the Employee's request, the Employer will discuss the discharge or suspension of an Employee in the presence of his Steward, provided the Steward is on duty and reasonably available. A discharged or suspended employee will be allowed to discuss his/her discharge or suspension with his/her Steward, provided he is on duty and reasonably available, and the Employer will make available a meeting room where he may do so before he is required to leave the property of the Employer.

(c) It is understood and agreed that when an employee files a grievance with respect to his suspension or discharge, the act of filing such grievance shall constitute his authorization to the Employer to reveal to the Association any and all relevant information available to the Employer concerning the alleged offenses and such filing shall further constitute a release of the Employer from any and all claimed liability by reason of such disclosure.

Section 2. Back Pay Calculation. In the event it should be decided under the grievance procedure that the employee was unjustly suspended or discharged, the Employer shall reinstate such employee and pay full compensation, partial, or no compensation, as may be decided under the grievance procedure, which compensation, if any, shall be at the employee's regular rate of pay at the time of such discharge or the start of such suspension plus any automatic pay increases, less any additional compensation he may have earned at other employment as a result of the suspension or discharge, and less the amount of any unemployment compensation benefits.

ARTICLE VI

STRIKES AND LOCKOUTS

Section 1. Pledge. The association agrees that during the life of this Agreement neither the Association, its agents or its members will authorize, instigate, aid, condone or engage in a work stoppage, slowdown, strike, or any other concerted activity which interferes with the operations of the Employer. The Employer agrees that during the same period there will be no lockouts.

Section 2. Discipline. Individual employees or groups of employees who instigate, aid, or engage in a work stoppage, slowdown, strike, or any other concerted activity which interferes with the operations of the Employer may be disciplined or discharged in the sole discretion of the Employer.

ARTICLE VII

SENIORITY

Section 1. Definition. Seniority shall be defined as an employee's length of continuous employment with the Employer since his last hiring date. "Last hiring date" shall mean the date upon which an employee first reported for work at the instruction of the Employer and since which he has not quit, retired or been discharged. No time shall be deducted from an employee's seniority due to absences occasioned by authorized leaves of absence, vacations, sick or accident leaves or for layoffs, except as hereinafter provided. Notwithstanding the above, the County reserves the unilateral right to hire temporary employees to do bargaining work upon such terms and conditions as it may stipulate for a period not to exceed ninety (90) calendar days. No person so employed shall be rehired as a temporary nonbargaining employee within 270 days of the termination date of his/her initial employment. No credit towards seniority shall be provided to a temporary employee for time during which he or she provided services as such.

Section 2. Probationary Period. All new employees hired shall be probationary employees for the first ninety (90) calendar days immediately following their employ. The purpose of the probationary period is to provide an opportunity for the Employer to determine whether the employee has the ability and other attributes which will qualify him for regular employee status. During this probationary period, the employee may be laid off or terminated in the sole discretion of the Employer without regard to his relative length of service and without recourse to the grievance procedure.

Section 3. Seniority List. The Employer shall maintain an up-to-date seniority list. A copy of the seniority list will be posted on the appropriate bulletin board and forwarded to the Association every six (6) months. The Employer shall notify the Association of any new hires or of employees who leave the employment of the Employer. The Employer shall also notify the Association of the names and classifications of temporary employees and their starting dates. Seniority lists shall be updated when a probationary employee is added to the seniority list in order of his/her last hiring date. If two or more employees are hired on the same date, their names shall appear on the seniority list alphabetically by the first letter of their last names. If two or more such employees have the same last name, the same procedure shall be followed with respect to their first names.

Section 4. Loss of Seniority. An employee's seniority shall terminate:

(a) If he quits, retires or is discharged.

(b) If, following a layoff, he fails or refuses to notify the Employer of his intention to return to work within five (5)

working days after written notice by registered mail of such recall is sent to his last known address on record with the Employer, or, having notified the Employer of his intention to return, fails to do so within ten (10) working days after the date such notice is sent.

(c) If he is absent for three (3) consecutive working days without notifying the Employer prior to, or during such three (3) day period, of a justifiable reason for the absence.

(d) When he has been laid off for a period of twenty-four (24) consecutive months.

Section 5. Posting and Bidding. All vacancies and newly created positions in the bargaining unit shall be posted for a period of five (5) working days. During such five (5) day period, employees may bid for such job or vacancy by signing the posting. The appointment to a vacancy in the bargaining unit among applicants shall be in accordance with the following procedures:

(a) The employee(s) from within the department where the opening occurs shall be considered first. The most senior employee in the department who meets the qualifications set by the Employer shall be awarded the job.

(b) If there are no bidding employees from within the department where the opening occurs who meet the qualifications set by the Employer, then the job shall be filled by the most senior employee from another department who meets the qualifications set by the Employer.

(c) If no bidding employee is satisfactory to the department head, then the Employer may assign a probationary employee who is satisfactory to the department head or institute the hiring procedure.

(d) In the event the senior applicant is denied the job, the general reasons for denial shall, upon request, be given in writing to the employee.

Section 6. Trial Period. When an employee is awarded a job under the provisions set forth in Section 5 of this Article, the successful bidder shall be on trial (job probation) for a period of thirty days of actual work after being assigned to his new classification. During such period, an employee may be removed from his new classification at any time he demonstrates to the department head's satisfaction that he is or will be unable to satisfactorily perform the requirements of such job.

An employee, who during the trial period is removed from a job classification for which he had bid because of his inability to perform the requirements thereof, shall be returned to the last job classification and department assignment he had occupied immediately preceding his new assignment. Any person who had succeeded the

employee in his previous job classification shall be, in the case of an existing County Employee, returned to his previous position. In the case of a probationary employee, such employee shall be subject to discharge or reassignment at the sole discretion of the County. In the event of the utilization of these provisions, the job shall be re-posted pursuant to procedures herein provided.

During the Trial Period as set forth above, the employee will be evaluated by the department head or his or her designee on a bi-weekly basis and advised in writing of his or her performance in the new job.

Section 7. Layoff and Recall. If it is necessary to reduce the number of employees in a job classification in a department, probationary employees, then part-time employees in the job classification in that department, shall be laid off first. Thereafter, if it is necessary to further reduce the number of employees in a job classification in a department, full-time employees shall be removed on the basis of their seniority, provided always that the remaining employees have the then present ability to perform the available work in such classification in the department. Employees removed from a classification in a department may exercise their seniority in any other equal or lower rated classification in the department provided they have the then present ability to perform the available work in such classification. If no such position exists within the department, then the employee may exercise his seniority in an equal or lower rated classification in another department (except in the office of the Treasury, Clerk, Register of Deeds and Prosecuting Attorney where mutual agreement between the employee and constitutional officer is required) provided that he has the then present ability to perform the available work in such classification. Employees shall be recalled to their former department and classification in accordance with their seniority, provided always that they have the then present ability to perform the available work.

Section 8. Temporary Transfers. The Employer shall have the right to temporarily transfer employees within the bargaining unit from one job classification to another to cover for employees who are absent from work due to illness, accident, vacations or leaves of absence for the period of such absences. The Employer shall also have the right to temporarily transfer an employee from one job classification to another within the bargaining unit to fill a job or situation which may arise for a period not to exceed ninety (90) calendar days in any calendar year. It is understood and agreed that any employee within the unit temporarily transferred in accordance with the provisions of this Section shall not acquire any permanent title or right to the job to which he is temporarily transferred.

Section 9. Transfers Outside the Unit. If an employee voluntarily transfers to a position outside of the bargaining unit and, thereafter, within six (6) months, transfers back into a position within the bargaining unit, he/she shall have accumulated seniority while working in the position to which he/she transferred.

Employees transferring under the above circumstances shall retain all rights accrued for the purpose of any benefits provided in this Agreement. After six (6) months the employee's seniority shall be frozen if he remains outside the bargaining unit for purposes of returning to the unit at a later date.

ARTICLE VIII

LEAVES OF ABSENCE

Section 1. Personal Leave. The Employer may grant a leave of absence for personal reasons, not to exceed thirty (30) calendar days, without pay and without loss of seniority to an employee who has completed his probationary period, provided good cause exists for the employee's request and the employee can be spared from his work.

Section 2. Medical Leave. An employee who, because of illness, accident or pregnancy is physically unable to report for work, shall be given a leave of absence without pay and without loss of seniority for a period not to exceed twelve (12) consecutive months, provided he promptly notifies the Employer of the necessity therefore and provided further that he supplies the Employer with a certificate from a medical doctor of the necessity for such absence and for the continuation of such absence, when same is requested by the Employer. The Employer shall continue to keep in effect the agreed upon insurance coverage for employees on such leave for the duration of the leave.

Section 3. Field Training Leave. Leaves of absence without pay and without loss of seniority shall be granted to employees who are active in the National Guard or a branch of the Armed Forces Reserves for the purpose of fulfilling their annual field training obligations or required tours of active duty. Applications for leaves of absence for such purposes must be made as soon as possible after the employee's receipt of his orders.

Section 4. Military Leave. An employee who enters the military service by draft or enlistment shall be granted a leave of absence for that purpose and at the conclusion of such leave of absence shall be reinstated in accordance with all applicable provisions of the Selective Service Training Act and any other applicable laws then effective.

Section 5. Funeral Leave. Employees who at the time have completed their probationary period shall receive an amount of pay which they would have received on a regular, straight-time basis, not to exceed eight (8) hours, for each day necessarily lost from their regularly scheduled work, not to exceed three (3) days, to make arrangements for and attend the funeral of a member of their immediate family. This payment shall not be made for any of such three (3) working days on which the employee for any other reason would have been absent from work. Immediate family shall be defined as an employee's current spouse, children, stepchildren who have

resided on a permanent basis with the employee, father, mother, sister, brother, grandparents, grandchildren, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, and any other relative living in the same household. The three (3) days referred to above shall include the day of the funeral, and to be eligible for such pay, the employee must notify the Employer as soon as possible of the necessity for such absence and must attend the funeral unless the deceased is the spouse or child of the employee. If the deceased is the spouse or child of the employee, the leave herein provided shall be five (5) working days and attendance at the funeral shall not be required.

Section 6. Jury Leave. Employees who, at the time they are summoned to serve as jurors in any court of general jurisdiction of the United States or the State of Michigan have completed their probationary period, shall be provided leave of absence with pay and without loss of seniority for the duration of their service. Deducted from their regular pay for the duration of their service shall be a sum equal to that provided by the county for such service minus any sums allocated for travel.

ARTICLE IX

HOURS

Section 1. Hours Worked. The normal work day shall consist of eight (8) hours per day. The normal work week shall consist of forty (40) hours per week. For all classifications, except maintenance and custodial, the normal work week shall be Monday through Friday. However, nothing contained herein shall be construed as a guarantee of 40 hours of work per week or 8 hours of work or pay per day. The regular hours of work shall be 8:00 a.m. to 5:00 p.m., except for maintenance employees whose hours of work shall be 3:00 p.m. to 11:00 p.m.

Section 2. Break Periods. Employees shall be entitled to a fifteen (15) minute paid break period at or near the midpoint of the first half of their shift and a fifteen (15) minute paid break period at or near the midpoint of the second half of their shift. All employees shall have a one (1) hour unpaid lunch period except for Custodians who shall have a one-half (1/2) hour paid lunch. It is understood and agreed that the timing of the break and lunch periods will be scheduled by the immediate supervisor and may be staggered to keep each department open throughout the day and may vary depending upon the nature of the work being performed by the employee at the time.

Employees shall be required to be ready to start to work at the beginning of their shift and shall be required to remain at work until the end of their shift except for lunch and break periods provided above.

Section 3. Overtime. Overtime work may be required when, in the judgment of the department head, it is necessary. Every effort will be made, when possible, to notify employees in advance of overtime needs.

ARTICLE X

WAGES

Section 1. Wage Rates. The wage rates are set forth in Appendix A attached hereto and by this reference made a part hereof.

(a) The re-classification schedule for bargaining unit employees shall be set forth and made a part of this Agreement, effective January 1, 1988.

Section 2. Overtime. Overtime will be at the rate of one and one-half (1 1/2) of the regular hourly rate of pay for all assigned work in excess of forty (40) hours per week, and for all assigned work performed on Saturdays, and at the rate of two (2) times the regular hourly rate of pay for all assigned work performed on Sundays and holidays celebrated under this Agreement. There shall be no pyramiding of overtime hours. In lieu of overtime payments, compensatory time off on a basis permitted by Federal and State law may be granted with the mutual consent of the department head and the employee.

Section 3. Call In. When an employee is called in to work at a time other than his regularly scheduled shift, such employee shall be paid at a minimum of two (2) hours at a time and one-half (1/2) the hourly rate of pay or at time and one-half (1 1/2) for the actual time worked, whichever is greater. The minimum pay provision does not apply to employees who were previously scheduled to start work prior to their regular starting time, provided, said change in the schedule was made at least five (5) working days in advance of the new starting time. The Call In provision shall not apply to those employees who may be retained after their regular quitting time, nor shall it apply to employees who are called for periods of less than one hour prior to their shift but who continue to work their regular shift thereafter.

Section 4. Hours Lost from Scheduled Work. In the event the Employer directs certain employees not to report to work, or to leave work due to weather conditions, power shortages, or other conditions beyond the control of the Employer, such employees shall be paid their applicable rate for all such hours lost from regularly scheduled hours.

Section 5. When and if the Employer decides that it is necessary to create a permanent new job classification, or to effect a substantial change in an existing job classification, it shall set the rate of pay therefore and advise the Association. If the Association disagrees with the rate of pay, it may file a grievance

with respect thereto provided, that the grievance is filed within ten (10) working days after notice to the Association of the proposed rate of pay. If, as a result of grievance settlement or resolution a different rate of pay is established, the new rate shall become effective as of the date the job classification was first worked by a member of the bargaining unit.

ARTICLE XI

PAID SICK AND PERSONAL LEAVE

Section 1. Rate of Accumulation. Employees who have completed three (3) months of continuous service shall thereafter accumulate paid sick leave credits on the basis of three (3) hours of paid sick leave for each pay period during which the employee receives compensation from the Employer. Part-time employees shall accumulate paid sick leave credits on a prorated basis in the same proportion their regularly scheduled hours of work bear to forty (40) hours. The maximum accumulation of paid sick leave credits shall be unlimited.

Section 2. Personal Leave. Employees who have completed three (3) or more months of continuous service shall be provided three (3) personal leave days on the 1st of July following their accumulation of said three (3) months of continuous service and same shall be utilized prior to June 30th thereafter. All qualifying employees shall be provided three (3) personal leave days each July 1st thereafter.

Section 3. Limitation Upon Payment. Employees shall be eligible to utilize personal leave, provided, in the event of termination of employment for any reason whatsoever, the employee shall have his or her last paycheck reduced by a sum equal to one (1) hour of regular pay for each pay period that his/her utilization of personal leave during the last year exceeded the number of pay periods of employment during said year.

Section 4. Qualification. In order to qualify for sick leave payments, the employee must report to his immediate supervisor not later than fifteen (15) minutes after his normal starting time on the first day of absence unless the circumstances surrounding the absence made such reporting impossible, in which event such report must be made as soon thereafter as possible.

(a) In the event of an absence of three (3) or more consecutive regularly scheduled working days or if the department head has reason to believe an employee is misusing paid sick leave, the employee may be required to submit, when returning to work, a statement signed by the medical physician who attended the employee that states the cause for the absence, confirms the necessity therefore and, before the employee resumes his normal duties, must state that the employee is physically able to return to and perform his job duties.

(b) An employee who makes a false claim for paid sick leave shall be subject to disciplinary action or dismissal depending upon the circumstances involved.

Section 4. Usage. Qualified employees, subject to the provisions set forth in this Article, shall be eligible for paid sick leave from and to the extent of their unused, accumulated paid sick leave credits in the following situations:

(a) When an employee's absence from work is due to an illness, injury, or medical condition which is not related to work, provided such illness or injury was not attributable to causes stemming from his employment or work in the service of another employer or while acting in the capacity of a private contractor.

(b) When an employee is absent from work due to an injury or illness related to work for the EMPLOYER that is of sufficient duration to be compensable under the Michigan Worker's Disability Compensation Act, sick leave may be used for days that are not covered by the Michigan Worker's Disability Compensation Act. In no case will double payment be allowed.

(c) One (1) day of paid sick leave for full-time employees shall be equivalent to eight (8) hours of pay at the rate applicable to the Employee's permanent job classification at the start of the absence for which compensation is requested.

Section 5. Payment Upon Termination. If and when an employee quits with less than ten (10) years of service or is discharged from his employment, any unused accumulation of paid sick leave shall be cancelled. When an employee voluntarily terminates his employment after ten (10) years of service, or retires or dies, one-half (1/2) of accumulated paid sick leave shall be paid to him or his estate along with his final paycheck.

ARTICLE XII

HOLIDAYS

Section 1. Holidays Defined

Qualified employees will receive their regular daily straight time pay for each full day celebrated as a holiday under this agreement.

The recognized holidays are as follows:

NEW YEAR'S DAY
PRESIDENT'S DAY
MEMORIAL DAY
LABOR DAY

MARTIN LUTHER KING DAY
GOOD FRIDAY
INDEPENDENCE DAY
VETERAN'S DAY

THANKSGIVING DAY
CHRISTMAS EVE

DAY AFTER THANKSGIVING
CHRISTMAS DAY

NEW YEAR'S EVE

(a). Employees who work during a period of time celebrated a holiday under this Agreement shall receive two (2) times their regular hourly rate for each hour actually worked, or compensatory time off.

(b). If any of the above holidays fall on Sunday, then the Monday following shall be considered as the legal holiday. If any of the above holidays fall on a Saturday, then the Friday preceding shall be considered as the legal holiday. Any other changes shall be determined by the Cass County Board of Commissioners.

Section 2. Holiday Qualifications. To be eligible for holiday pay under this Article, an employee must be a non-probationary employee as of the time the holiday occurs and must have worked his entire shift the last day he was scheduled to work prior to the holiday, the day of the holiday if scheduled to work, and his next scheduled day following such holiday unless otherwise excused by his or her department head. When a holiday occurs during an employee's regularly scheduled vacation, his last scheduled work day preceding and following the vacation period shall be the holiday qualification days.

ARTICLE XIII

VACATIONS

Section 1. Vacation Schedule. Employees who have completed one (1) year of continuous service with the Employer since his last hiring date shall be entitled to paid vacations as hereinafter set forth:

(a) When an employee completes one (1) year of continuous service with the Employer since his last hiring date, he shall thereafter be entitled to forty (40) hours of paid vacation.

(b) Employees who, as of the anniversary date of their last hiring date, have completed two (2) but less than five (5) years of continuous service with the Employer shall be entitled to eighty (80) hours of paid vacation.

(c) Employees who, as of the anniversary date of their last hiring date, have completed five (5) but less than twelve (12) years of continuous service with the Employer shall be entitled to one hundred twenty (120) hours of paid vacation.

(d) Employees who, as of the last anniversary date of their last hiring date, have completed twelve (12) years of continuous service with the Employer shall be entitled to one

hundred sixty (160) hours of paid vacation.

(e) Employees who actually work or receive vacation, sick leave or holiday pay for less than eighteen hundred (1800) hours during the twelve (12) month period preceding their anniversary date shall receive a prorated vacation benefit.

(f) Part-time employees (employees working an average of between twenty (20) and forty (40) hours per week) shall receive a prorated vacation benefit, determined in accordance with their average number of hours worked per week in the previous calendar year as a part-time employee.

Section 2. Termination Payment. If an employee, who is otherwise eligible for a vacation with pay, is discharged, dies or retires on or after the anniversary date upon which he qualifies for such vacation with pay without having received the same, such employee will receive, along with his final paycheck, the vacation pay for which he qualified as of such anniversary date. If an employee quits, is discharged, dies or retires prior to any anniversary date upon which he would have qualified for a vacation with pay, he will be entitled to a prorata portion of any vacation pay for which he would have qualified on such anniversary date.

Section 3. Vacation Paychecks. Vacation paychecks shall be delivered to eligible employees on their last day worked prior to the start of their vacation provided they make written request therefore to the Payroll Department at least fifteen (15) calendar days in advance of the start of such vacation.

Section 4. Vacation Usage. Vacation time off will be scheduled by each department head. Normally, no less than a full week of vacation will be scheduled. Vacation not used by the next anniversary date will be lost unless after ninety (90) days' written notice of request to utilize vacation leave, the Employer refuses to schedule such vacation as would otherwise be lost pursuant to this provision. In the event such vacation is not scheduled by the department head, employees shall be paid, on an hour-for-hour basis, the equivalent to the vacation he or she would have otherwise been entitled.

ARTICLE XIV

INSURANCE

Section 1. Health Insurance. The Employer agrees, for the life of this Agreement, to provide and maintain a health insurance program comparable to that in effect at the time of this Agreement, for permanent full-time employees who have completed ninety (90) continuous calendar days of service.

Section 2. Life Insurance. The Employer shall furnish to each permanent full-time employee who has completed ninety (90) continuous days of service a standard form of term life insurance in the amount of Seventeen Thousand (\$17,000.00) Dollars (see letter attached).

Section 3. Workers Compensation Insurance. All employees shall be covered under the Worker's Compensation Insurance as required by law. If an employee is injured or becomes ill because of a work related injury, he/she must report the accident or injury immediately to the department head. All accident reports must be filled out within twenty-four (24) hours of the time the injury (if known) or accident happens. One copy shall be retained by the department head, one copy sent to payroll, and a copy sent to the County Administrator.

Section 4. Dental & Vision Insurance. The Employer shall provide the employees and their dependents dental and vision insurance benefits, equal to those provided non-union employees on May 2, 1988.

ARTICLE XV

RETIREMENT PLANS

Effective August 1, 1986, the Cass County Pension Plan, as amended and restated effective January 1, 1982, is abolished pursuant to termination provisions contained therein and any participants therein shall be afforded the rights provided in the plan as therein set forth.

ARTICLE XVI

GENERAL

Section 1. Rules and Regulations. The department head shall have the right to make such reasonable rules and regulations not in conflict with this Agreement as it may from time to time deem best for the purpose of maintaining order, safety and/or efficient operations. Any complaint relative to the reasonableness of any new rule established after the date thereof may be considered as a grievance and subject to the grievance procedure contained in this Agreement, provided a grievance is filed within ten (10) days from the date the new rule is published.

Section 2. Bulletin Boards. The Employer will provide a bulletin board upon which the Association shall be permitted to post notices concerning its business and activities. Such notices shall contain nothing of a political or defamatory nature.

Section 3. Transfer of Work. The Employer shall have the right to subcontract or secure auxiliary services to perform work normally performed by bargaining unit employees if and when, in its judgment, it does not have the available or sufficient manpower; proper

equipment; capacity or ability to perform such work within the required amount of time, during emergencies or when such work cannot be performed by bargaining unit employees on as an efficient or economical basis. Effective July 1, 1986, in the event the Employer desires to utilize this right, it shall provide written notice to the Association ninety (90) calendar days prior to implementation. Effective with layoffs subsequent to July 1, 1986, any person suffering layoff as a direct result of subcontracting shall be provided thirty (30) days additional medical insurance (beyond the base ninety (90) day continuance provided) for each full or partial year of seniority, up to maximum additional ninety (90) days of coverage. In addition, such person may, at his or her option, submit his or her resignation and receive severance pay equal to One Hundred (\$100.00) Dollars per year of seniority prorated on a monthly basis with a partial month being deemed a full month of seniority up to a maximum payment of Five Hundred (\$500.00) Dollars.

Section 3A. No subcontracting of bargaining unit work in constitutional offices shall be undertaken without the mutual agreement of the Board of Commissioners and the constitutionally elected officer.

Section 4. Saving's Clause. If, during the life of this Agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provisions should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement shall not be affected thereby. In the event any provision herein contained is so rendered invalid, upon written request by either party hereto, the Employer and the Association shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provision.

Section 5. Complete Agreement. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this agreement.

Section 6. Amendments to this Agreement. No agreement or understanding contrary to this collective bargaining agreement nor any alteration, variation, waiver or modification of any of the terms or conditions contained herein shall be binding upon the parties hereto unless such agreement, understanding, alteration, variation,

Section 6. Amendments to this Agreement. No agreement or understanding contrary to this collective bargaining agreement nor any alteration, variation, waiver or modification of any of the terms or conditions contained herein shall be binding upon the parties hereto unless such agreement, understanding, alteration, variation, waiver or modification is executed in writing between the parties. It is further understood and agreed that this Agreement constitutes the sole, only and entire agreement between the parties hereto and cancels and supersedes any other agreement, understandings, and arrangements heretofore existing.

Section 7. Mileage Reimbursement. Employees shall receive mileage reimbursement at the maximum rate set by the Internal Revenue Service for miles traveled in their personal motor vehicles in the performance of their job duties for the Employer.

Section 8. Meal & Lodging Reimbursement. All reasonable costs for meals and lodging incurred by County employees in the performance of their job duties while outside Cass County will be reimbursed upon proof of receipt. Claims must be approved by Department Heads and receipts for meals and lodging attached to claims.

ARTICLE XVII

DURATION OF AGREEMENT

Except as otherwise provided, all provisions of this Agreement shall become effective upon approval of this Agreement by the Employees, and shall remain in full force and effect until the 30th day of June, 1991, and from year to year thereafter unless either party hereto serves a written notice upon the other at least sixty (60) calendar days prior to the expiration of any subsequent automatic renewal period of its intention to amend, modify or terminate this Agreement.

CASS COUNTY INDEPENDENT
EMPLOYEES ASSOCIATION:

John M. [Signature]

James [Signature]

James A. [Signature]

Labor Consultant

COUNTY OF CASS

By: Ann L. Simmons
County Clerk

By: Sharon K. Mansell
Treasurer

By: Sally A. Trust
Register of Deeds

By: Margaret M. Chiers
Prosecuting Attorney

By: Johnnie A. Bodebush
Vice Chairman

By: Jeffrey A. Cannon
County Administrator

GENERAL UNIT
Tentative Agreement

- 1) Adopt reclassification effective January 1, 1988
- 2) 3% increase in salary schedule effective:

July 1, 1988
 July 1, 1989
 July 1, 1990

3) Increase mileage reimbursement to whatever I.R.S. sets as maximum

4) Equalize dental and optical to Non-Union levels

(5) 2000 per year life insurance pm.

[Handwritten signature]

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For the Union

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

For the Employers

JULY 1, 1988 TO JUNE 30, 1989
 CASS COUNTY SALARY TABLE
 BASIC ANNUAL SALARY TABLE
 (26 PAY PERIODS)

GRADE NO.	START	6 MONTHS	1 YEAR	2 YEAR	3 YEARS	4 YEARS	5 YEARS
30	\$10,994	\$11,220	\$11,442	\$11,922	\$12,418	\$12,946	\$13,488
31	\$11,220	\$11,442	\$11,681	\$12,162	\$12,675	\$13,218	\$13,774
32	\$11,442	\$11,681	\$11,922	\$12,418	\$12,946	\$13,489	\$14,058
33	\$11,681	\$11,922	\$12,162	\$12,675	\$13,218	\$13,778	\$14,361
34	\$11,922	\$12,162	\$12,418	\$12,946	\$13,489	\$14,065	\$14,663
35	\$12,162	\$12,418	\$12,675	\$13,218	\$13,778	\$14,371	\$14,983
36	\$12,418	\$12,675	\$12,946	\$13,489	\$14,065	\$14,673	\$15,302
37	\$12,675	\$12,946	\$13,218	\$13,778	\$14,371	\$14,977	\$15,621
38	\$12,946	\$13,218	\$13,489	\$14,065	\$14,673	\$15,313	\$15,974
39	\$13,218	\$13,489	\$13,778	\$14,371	\$14,977	\$15,633	\$16,310
40	\$13,489	\$13,778	\$14,065	\$14,673	\$15,313	\$15,969	\$16,662
41	\$13,778	\$14,065	\$14,371	\$14,977	\$15,633	\$16,320	\$17,032
42	\$14,065	\$14,371	\$14,673	\$15,313	\$15,969	\$16,673	\$17,401
43	\$14,371	\$14,673	\$14,977	\$15,633	\$16,320	\$17,040	\$17,787
44	\$14,673	\$14,977	\$15,313	\$15,969	\$16,673	\$17,409	\$18,173
45	\$14,977	\$15,313	\$15,633	\$16,320	\$17,040	\$17,793	\$18,577
46	\$15,313	\$15,633	\$15,969	\$16,673	\$17,409	\$18,193	\$18,997
47	\$15,633	\$15,969	\$16,320	\$17,040	\$17,793	\$18,593	\$19,418
48	\$15,969	\$16,320	\$16,673	\$17,409	\$18,193	\$19,008	\$19,853
49	\$16,320	\$16,673	\$17,040	\$17,793	\$18,593	\$19,425	\$20,291
50	\$16,673	\$17,040	\$17,409	\$18,193	\$19,008	\$19,856	\$20,743
51	\$17,040	\$17,409	\$17,793	\$18,593	\$19,425	\$20,304	\$21,215
52	\$17,409	\$17,793	\$18,193	\$19,008	\$19,856	\$20,768	\$21,701
53	\$17,793	\$18,193	\$18,593	\$19,425	\$20,304	\$21,231	\$22,178
54	\$18,193	\$18,593	\$19,008	\$19,856	\$20,768	\$21,712	\$22,693
55	\$18,593	\$19,008	\$19,425	\$20,304	\$21,231	\$22,191	\$23,196
56	\$19,008	\$19,425	\$19,856	\$20,768	\$21,712	\$22,703	\$23,733
57	\$19,425	\$19,856	\$20,304	\$21,231	\$22,191	\$23,215	\$24,271
58	\$19,856	\$20,304	\$20,768	\$21,712	\$22,703	\$23,744	\$24,825
59	\$20,304	\$20,768	\$21,231	\$22,191	\$23,215	\$24,287	\$25,398
60	\$20,768	\$21,231	\$21,712	\$22,703	\$23,744	\$24,847	\$25,984
61	\$21,231	\$21,712	\$22,191	\$23,215	\$24,287	\$25,423	\$26,589
62	\$21,712	\$22,191	\$22,703	\$23,744	\$24,847	\$25,999	\$27,194
63	\$22,191	\$22,703	\$23,215	\$24,287	\$25,423	\$26,589	\$27,814
64	\$22,703	\$23,215	\$23,744	\$24,847	\$25,999	\$27,214	\$28,469
65	\$23,215	\$23,744	\$24,287	\$25,423	\$26,589	\$27,855	\$29,142
66	\$23,744	\$24,287	\$24,847	\$25,999	\$27,214	\$28,495	\$29,815
67	\$24,287	\$24,847	\$25,423	\$26,589	\$27,855	\$29,151	\$30,502
68	\$24,847	\$25,423	\$25,999	\$27,214	\$28,495	\$29,822	\$31,207
69	\$25,423	\$25,999	\$26,589	\$27,855	\$29,151	\$30,510	\$31,930
70	\$25,999	\$26,589	\$27,214	\$28,495	\$29,822	\$31,230	\$32,686
71	\$26,589	\$27,214	\$27,855	\$29,151	\$30,510	\$31,950	\$33,442
72	\$27,214	\$27,855	\$28,495	\$29,822	\$31,230	\$32,685	\$34,215
73	\$27,855	\$28,495	\$29,151	\$30,510	\$31,950	\$33,453	\$35,021
74	\$28,495	\$29,151	\$29,822	\$31,230	\$32,685	\$34,291	\$35,901
75	\$29,151	\$29,822	\$30,510	\$31,950	\$33,453	\$35,038	\$36,683
76	\$29,822	\$30,510	\$31,230	\$32,685	\$34,291	\$35,853	\$37,541
77	\$30,510	\$31,230	\$31,950	\$33,453	\$35,038	\$36,701	\$38,431
78	\$31,230	\$31,950	\$32,685	\$34,291	\$35,853	\$37,580	\$39,354
79	\$31,950	\$32,685	\$33,453	\$35,038	\$36,701	\$38,477	\$40,296
80	\$32,685	\$33,453	\$34,291	\$35,853	\$37,580	\$39,387	\$41,252

JULY 1, 1989 TO JUNE 30, 1990
 CASS COUNTY SALARY TABLE
 BASIC ANNUAL SALARY TABLE
 (26 PAY PERIODS)

GRADE NO.	START	6 MONTHS	1 YEAR	2 YEAR	3 YEARS	4 YEARS	5 YEARS
30	\$11,324	\$11,556	\$11,786	\$12,280	\$12,790	\$13,334	\$13,892
31	\$11,556	\$11,786	\$12,032	\$12,527	\$13,055	\$13,615	\$14,187
32	\$11,786	\$12,032	\$12,280	\$12,790	\$13,334	\$13,894	\$14,480
33	\$12,032	\$12,280	\$12,527	\$13,055	\$13,615	\$14,192	\$14,792
34	\$12,280	\$12,527	\$12,790	\$13,334	\$13,894	\$14,487	\$15,103
35	\$12,527	\$12,790	\$13,055	\$13,615	\$14,192	\$14,802	\$15,433
36	\$12,790	\$13,055	\$13,334	\$13,894	\$14,487	\$15,114	\$15,761
37	\$13,055	\$13,334	\$13,615	\$14,192	\$14,802	\$15,427	\$16,090
38	\$13,334	\$13,615	\$13,894	\$14,487	\$15,114	\$15,772	\$16,453
39	\$13,615	\$13,894	\$14,192	\$14,802	\$15,427	\$16,102	\$16,799
40	\$13,894	\$14,192	\$14,487	\$15,114	\$15,772	\$16,448	\$17,162
41	\$14,192	\$14,487	\$14,802	\$15,427	\$16,102	\$16,810	\$17,543
42	\$14,487	\$14,802	\$15,114	\$15,772	\$16,448	\$17,173	\$17,923
43	\$14,802	\$15,114	\$15,427	\$16,102	\$16,810	\$17,552	\$18,321
44	\$15,114	\$15,427	\$15,772	\$16,448	\$17,173	\$17,931	\$18,719
45	\$15,427	\$15,772	\$16,102	\$16,810	\$17,552	\$18,327	\$19,134
46	\$15,772	\$16,102	\$16,448	\$17,173	\$17,931	\$18,739	\$19,567
47	\$16,102	\$16,448	\$16,810	\$17,552	\$18,327	\$19,150	\$20,000
48	\$16,448	\$16,810	\$17,173	\$17,931	\$18,739	\$19,578	\$20,449
49	\$16,810	\$17,173	\$17,552	\$18,327	\$19,150	\$20,008	\$20,900
50	\$17,173	\$17,552	\$17,931	\$18,739	\$19,578	\$20,452	\$21,365
51	\$17,552	\$17,931	\$18,327	\$19,150	\$20,008	\$20,914	\$21,851
52	\$17,931	\$18,327	\$18,739	\$19,578	\$20,452	\$21,391	\$22,352
53	\$18,327	\$18,739	\$19,150	\$20,008	\$20,914	\$21,868	\$22,843
54	\$18,739	\$19,150	\$19,578	\$20,452	\$21,391	\$22,364	\$23,374
55	\$19,150	\$19,578	\$20,008	\$20,914	\$21,868	\$22,857	\$23,891
56	\$19,578	\$20,008	\$20,452	\$21,391	\$22,364	\$23,384	\$24,445
57	\$20,008	\$20,452	\$20,914	\$21,868	\$22,857	\$23,912	\$24,999
58	\$20,452	\$20,914	\$21,391	\$22,364	\$23,384	\$24,456	\$25,570
59	\$20,914	\$21,391	\$21,868	\$22,857	\$23,912	\$25,016	\$26,160
60	\$21,391	\$21,868	\$22,364	\$23,384	\$24,456	\$25,592	\$26,763
61	\$21,868	\$22,364	\$22,857	\$23,912	\$25,016	\$26,186	\$27,387
62	\$22,364	\$22,857	\$23,384	\$24,456	\$25,592	\$26,779	\$28,010
63	\$22,857	\$23,384	\$23,912	\$25,016	\$26,186	\$27,387	\$28,649
64	\$23,384	\$23,912	\$24,456	\$25,592	\$26,779	\$28,030	\$29,323
65	\$23,912	\$24,456	\$25,016	\$26,186	\$27,387	\$28,691	\$30,016
66	\$24,456	\$25,016	\$25,592	\$26,779	\$28,030	\$29,350	\$30,710
67	\$25,016	\$25,592	\$26,186	\$27,387	\$28,691	\$30,026	\$31,417
68	\$25,592	\$26,186	\$26,779	\$28,030	\$29,350	\$30,716	\$32,43
69	\$26,186	\$26,779	\$27,387	\$28,691	\$30,026	\$31,425	\$32,8
70	\$26,779	\$27,387	\$28,030	\$29,350	\$30,716	\$32,166	\$33,66
71	\$27,387	\$28,030	\$28,691	\$30,026	\$31,425	\$32,908	\$34,445
72	\$28,030	\$28,691	\$29,350	\$30,716	\$32,166	\$33,666	\$35,241
73	\$28,691	\$29,350	\$30,026	\$31,425	\$32,908	\$34,457	\$36,072
74	\$29,350	\$30,026	\$30,716	\$32,166	\$33,666	\$35,319	\$36,978
75	\$30,026	\$30,716	\$31,425	\$32,908	\$34,457	\$36,089	\$37,784
76	\$30,716	\$31,425	\$32,166	\$33,666	\$35,319	\$36,929	\$38,668
77	\$31,425	\$32,166	\$32,908	\$34,457	\$36,089	\$37,802	\$39,584
78	\$32,166	\$32,908	\$33,666	\$35,319	\$36,929	\$38,707	\$40,535
79	\$32,908	\$33,666	\$34,457	\$36,089	\$37,802	\$39,631	\$41,505
80	\$33,666	\$34,457	\$35,319	\$36,929	\$38,707	\$40,569	\$42,489

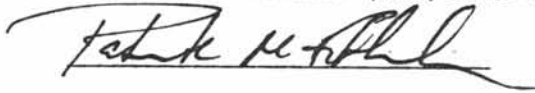
JULY 1, 1990 TO JUNE 30, 1991
 CASS COUNTY SALARY TABLE
 BASIC ANNUAL SALARY TABLE
 (26 PAY PERIODS)

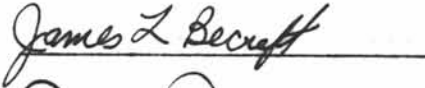
GRADE NO.	START	6 MONTHS	1 YEAR	2 YEAR	3 YEARS	4 YEARS	5 YEARS
30	\$11,664	\$11,903	\$12,139	\$12,648	\$13,174	\$13,734	\$14,309
31	\$11,903	\$12,139	\$12,393	\$12,903	\$13,447	\$14,023	\$14,613
32	\$12,139	\$12,393	\$12,648	\$13,174	\$13,734	\$14,310	\$14,915
33	\$12,393	\$12,648	\$12,903	\$13,447	\$14,023	\$14,617	\$15,236
34	\$12,648	\$12,903	\$13,174	\$13,734	\$14,310	\$14,921	\$15,556
35	\$12,903	\$13,174	\$13,447	\$14,023	\$14,617	\$15,246	\$15,896
36	\$13,174	\$13,447	\$13,734	\$14,310	\$14,921	\$15,567	\$16,234
37	\$13,447	\$13,734	\$14,023	\$14,617	\$15,246	\$15,889	\$16,572
38	\$13,734	\$14,023	\$14,310	\$14,921	\$15,567	\$16,246	\$16,947
39	\$14,023	\$14,310	\$14,617	\$15,246	\$15,889	\$16,585	\$17,303
40	\$14,310	\$14,617	\$14,921	\$15,567	\$16,246	\$16,942	\$17,677
41	\$14,617	\$14,921	\$15,246	\$15,889	\$16,585	\$17,314	\$18,069
42	\$14,921	\$15,246	\$15,567	\$16,246	\$16,942	\$17,688	\$18,461
43	\$15,246	\$15,567	\$15,889	\$16,585	\$17,314	\$18,078	\$18,870
44	\$15,567	\$15,889	\$16,246	\$16,942	\$17,688	\$18,469	\$19,280
45	\$15,889	\$16,246	\$16,585	\$17,314	\$18,078	\$18,877	\$19,708
46	\$16,246	\$16,585	\$16,942	\$17,688	\$18,469	\$19,301	\$20,154
47	\$16,585	\$16,942	\$17,314	\$18,078	\$18,877	\$19,725	\$20,600
48	\$16,942	\$17,314	\$17,688	\$18,469	\$19,301	\$20,165	\$21,062
49	\$17,314	\$17,688	\$18,078	\$18,877	\$19,725	\$20,608	\$21,527
50	\$17,688	\$18,078	\$18,469	\$19,301	\$20,165	\$21,066	\$22,006
51	\$18,078	\$18,469	\$18,877	\$19,725	\$20,608	\$21,541	\$22,507
52	\$18,469	\$18,877	\$19,301	\$20,165	\$21,066	\$22,033	\$23,023
53	\$18,877	\$19,301	\$19,725	\$20,608	\$21,541	\$22,524	\$23,529
54	\$19,301	\$19,725	\$20,165	\$21,066	\$22,033	\$23,035	\$24,075
55	\$19,725	\$20,165	\$20,608	\$21,541	\$22,524	\$23,543	\$24,608
56	\$20,165	\$20,608	\$21,066	\$22,033	\$23,035	\$24,086	\$25,179
57	\$20,608	\$21,066	\$21,541	\$22,524	\$23,543	\$24,629	\$25,749
58	\$21,066	\$21,541	\$22,033	\$23,035	\$24,086	\$25,190	\$26,337
59	\$21,541	\$22,033	\$22,524	\$23,543	\$24,629	\$25,767	\$26,944
60	\$22,033	\$22,524	\$23,035	\$24,086	\$25,190	\$26,360	\$27,566
61	\$22,524	\$23,035	\$23,543	\$24,629	\$25,767	\$26,972	\$28,209
62	\$23,035	\$23,543	\$24,086	\$25,190	\$26,360	\$27,583	\$28,850
63	\$23,543	\$24,086	\$24,629	\$25,767	\$26,972	\$28,209	\$29,508
64	\$24,086	\$24,629	\$25,190	\$26,360	\$27,583	\$28,871	\$30,203
65	\$24,629	\$25,190	\$25,767	\$26,972	\$28,209	\$29,552	\$30,917
66	\$25,190	\$25,767	\$26,360	\$27,583	\$28,871	\$30,230	\$31,631
67	\$25,767	\$26,360	\$26,972	\$28,209	\$29,552	\$30,926	\$32,360
68	\$26,360	\$26,972	\$27,583	\$28,871	\$30,230	\$31,638	\$33,107
69	\$26,972	\$27,583	\$28,209	\$29,552	\$30,926	\$32,368	\$33,875
70	\$27,583	\$28,209	\$28,871	\$30,230	\$31,638	\$33,131	\$34,677
71	\$28,209	\$28,871	\$29,552	\$30,926	\$32,368	\$33,895	\$35,479
72	\$28,871	\$29,552	\$30,230	\$31,638	\$33,131	\$34,676	\$36,298
73	\$29,552	\$30,230	\$30,926	\$32,368	\$33,895	\$35,491	\$37,154
74	\$30,230	\$30,926	\$31,638	\$33,131	\$34,676	\$36,379	\$38,087
75	\$30,926	\$31,638	\$32,368	\$33,895	\$35,491	\$37,171	\$38,917
76	\$31,638	\$32,368	\$33,131	\$34,676	\$36,379	\$38,037	\$39,828
77	\$32,368	\$33,131	\$33,895	\$35,491	\$37,171	\$38,936	\$40,772
78	\$33,131	\$33,895	\$34,676	\$36,379	\$38,037	\$39,868	\$41,751
79	\$33,895	\$34,676	\$35,491	\$37,171	\$38,936	\$40,820	\$42,750
80	\$34,676	\$35,491	\$36,379	\$38,037	\$39,868	\$41,786	\$43,764

LETTER OF UNDERSTANDING
ARTICLE XIV
SECTION 2

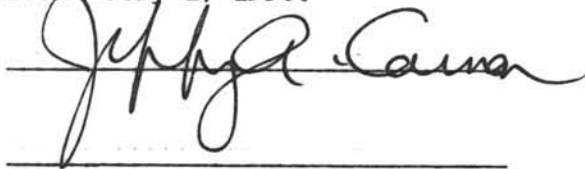
FOLLOWING DISCUSSIONS CONCERNING THE TENTATIVE AGREEMENT ON LIFE INSURANCE, THE ASSOCIATION SUBMITS AND AGREES TO THE FOLLOWING FOR INCLUSION IN THE LABOR AGREEMENT BETWEEN THE GENERAL UNIT ASSOCIATION AND THE COUNTY OF CASS:

The Employer shall furnish to each permanent full-time employee who has completed ninety (90) continuous days of service a standard form of term life insurance in the amount of Seventeen Thousand (\$17,000.00) dollars July 1, 1988. The Employer agrees to increase the amount to Eighteen Thousand (\$18,000.00) dollars July 1, 1989. The Employer agrees to increase the amount to Nineteen Thousand (\$19,000.00) dollars July 1, 1990.






For the Union



For the Employers