

6/30/91

Davison, City of

AGREEMENT
BETWEEN
CITY OF DAVISON/DIAL-A-RIDE
AND
COUNCIL 25, AFSCME, AFL-CIO
LOCAL 1918, CHAPTER H
DAVISON/DIAL-A-RIDE
JULY 1, 1989
TO
JUNE 30, 1991

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AGREEMENT

This Agreement is made this 17 day of January,
⁹⁰~~1988~~ but effective on and after July 1, 1989, between
the City of Davison, Genesee County, Michigan, hereinafter
referred to as the "Employer" and Local Union No. 1918, Chapter
H, affiliated with Council #25 and chartered by the American
Federation of State, County, and Municipal Employees, ~~AFL-CIO~~,
hereinafter referred to as the "Union".

PURPOSE AND INTENT

Section 1)

It is the intent and purpose of the parties to promote and
improve the economic relations between the Employer and the
Union, to establish a specific understanding relative to rates of
pay, wages, hours of employment, and other specified conditions
of employment, to provide a means for the orderly disposition of
grievances arising from alleged violations of this Agreement, and
to eliminate interruptions of work and interference with the
efficient operation of the Employers operations.

Section 2)

The parties encourage to the fullest degree friendly and
cooperative relations between the respective representatives at
all levels and among all employees.

ARTICLE 3 - UNION SECURITY

Employees who are members of the Union shall, as a matter of course, on or after thirty-one (31) days of employment, or execution of this Agreement whichever is later, as a condition of continued employment, pay to the Union each month the dues which have been certified to the Employer by the Union.

On or after the 31st day following the beginning of employment or execution of this Agreement whichever is later, any present or future employee who is not a member of the Union and who has not made application for membership, shall, as a condition of employment, pay to the Union each month a service fee equivalent to the amount of dues uniformly required of members of the Union.

The Union agrees to indemnify and hold the Employer harmless for enforcing the provisions of this section.

The Union will notify the Employer of any employee becoming sixty (60) days in arrears of payment of Union dues or fees or an equivalent fee.

If any provision of this Agreement is invalid under Federal laws or the laws of the State of Michigan, such provision shall be modified to comply with the requirements of Federal or State law or shall be renegotiated for the purpose of adequate replacement.

ARTICLE 4 - MANAGEMENT RIGHTS

The management of the operation and direction of the working forces including the right to plan and direct operations, hire, suspend or discharge for proper cause, transfer or relieve employees from duty because of lack of work or other legitimate reasons, and the right to study any new or improved methods or facilities are vested in the Employer, provided however, that such rights shall be exercised with due regard for the rights of the employee and subject to the provisions of this Agreement. Nothing in this contract shall prevent the City from sub-contracting work not normally done by the bargaining unit. Further, other sub-contracting may be done provided no employees in the bargaining unit are laid off and that such sub-contracting is not deliberately done to avoid paying overtime benefits as provided in this contract.

ARTICLE 5 - UNION DUES AND INITIATION FEES

Section 1) Payment by Check-Off or Direct to Union.

Employees may tender the initiation fee and monthly membership dues or fees by signing the Authorization for Check-Off Dues and/or Fees.

Check-Off Form: During the life of this Agreement and in accordance with the terms of the form of Authorization of Check-Off Dues and/or Fees hereinafter set forth, and to the extent the laws of the State of Michigan Permit, the Employer agrees to deduct Union Membership dues and/or fees levied in accordance with the Constitution and By-Laws of the Union from the pay of each employee who executes an "Authorization for Check-Off of Dues" and/or fees form:

Section 2) When deductions begin.

Check-off deductions under all properly executed Authorization for Check-Off Dues and/or Fees Forms shall become effective at the time the application is signed by the employee and shall be deducted from the first (1st) pay of the month and each month thereafter.

Section 3) Remittance of Dues and/or Fees to Financial Officer.

Deductions for any calendar month shall be remitted to the designated financial officer of the Union with a list for whom dues and/or fees have been deducted as soon as possible after the 1st day of each month.

Section 4) Termination of Check-Off.

Any employee shall cease to be subject to Check-Off deductions beginning with the month immediately following the month in which he/she is no longer a member of the bargaining unit. The Local Union will be notified by the Employer of the names of such employees following the end of each month in which the termination took place.

Section 5) Disputes concerning Membership in Union.

Any dispute arising as to an employee's status as a bargaining unit employee shall be reviewed by the designated representatives of the Employer and a representative of the Local Union, and if not resolved may be decided at the Final step of the grievance procedure.

ARTICLE 6 - STEWARDS AND ALTERNATE STEWARDS

Section 1)

Each group of employees shall be represented by a steward on each shift who shall be a regular employee working on that shift. In case of absence, an alternate steward will be appointed by the Chapter Chairperson of the Union.

Section 2)

The stewards, during their working hours, without loss of time or pay, shall investigate and present grievances to the Employer. Grievances will be handled as rapidly as possible. The steward shall notify his/her immediate supervisor prior to investigating and presenting grievances.

Section 3)

The parties agree that in any conference regarding grievances, no more than two (2) of the following individuals shall attend said conference: the Steward, the Chapter Chairperson, and the aggrieved.

ARTICLE 7 - SPECIAL CONFERENCES

Section 1)

Special conferences for important and urgent matters relating to the administration of this contract will be arranged between the Chapter Chairperson and the Employer or its designated representative upon the request of either party. Such meetings shall include at least two (2) representatives of the Union. 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 a special conference shall be confined to those included in the agenda. Conferences shall normally start at 10:00 a.m. The members of the Union shall not lose time or pay for the time spent in such special conferences. This meeting may be attended by a representative of Council #25 and/or a representative of the International Union.

Section 2)

The Union representatives may meet at a place designated on the Employers property not to exceed one (1) hour preceding conference.

ARTICLE 8 - GRIEVANCE PROCEDURE

A grievance is defined as a complaint concerning the application or interpretation of this contract and matters of safety.

Any grievance not appealed by the Union within the time limits shall be deemed settled on the basis of the last answer of the City and any grievance not answered by the City within the time limits shall be deemed settled on the basis of the relief requested by the Union.

Step #1)

Any employee having a grievance must first take the matter up with his/her immediate supervisor. Such must be done within seven (7) working days within which the employee should have known of such events.

Immediate supervisor will respond to the grievance within two (2) working days.

Step #2)

If the grievance is not resolved, the employee may inform his/her steward, who shall take the matter up with the immediate supervisor. This must be done within seven (7) working days after the matter was first initiated by the employee.

Immediate supervisor will respond to the grievance within three (3) working days.

Step #3)

If the matter is not resolved, the grievance may be reduced to writing, signed by the steward and employee involved and submitted to the Employer's representative. This written submission must take place within seven (7) working days after the initiation of the grievance at Step #2.

The Employer shall respond in writing within three (3) working days after receipt of the written grievance.

Step #4)

If the matter is not resolved on the basis of the written answer, or no written answer is received, the Union may refer the grievance to its Council #25 representative who may, within fourteen (14) working days after the answer was received or should have been received, appeal to the next step. During this time a designated representative of the Employer will meet with said Union representative to discuss said matter.

Step #5) Arbitration

If the matter is not resolved within the fourteen (14) working day period in Step #4, the Union may during the next seven (7) working day period thereafter notify the Employer in writing of intent to arbitrate and also file with the American Arbitration Association a request to arbitrate, within twenty (20) working days.

The arbitration shall be in accordance with the rules of the American Arbitration Association, and the costs of the arbitrator and fees shall be jointly shared. Each party will be responsible for its own costs or expenses otherwise.

Step #6) Arbitrator's authority

The arbitrator shall be limited to the specific allegations of the written grievance. The arbitrator shall not have any authority to add to, subtract from, or otherwise modify any of the terms of this Agreement. Any findings by the arbitrator must derive its essence and be based upon specific and express terms of the collective bargaining agreement and findings of fact or determinations to the contrary are a nullity and of no force and effect. While the arbitrator has the right to modify a penalty, he/she shall not substitute his/her judgement for that of the Employer unless the Employer has acted in an arbitrary or capricious manner.

ARTICLE 9 - RESTITUTION/REINSTATEMENT

Should a settlement between the parties be agreed upon at any step of the grievance procedure or should an arbitrator's opinion and award conclude the aggrieved employee was unjustly discharged, demoted, or suspended without just cause, in either event it is the terms of the parties settlement or the arbitrator's award that is determinative of the grievant's rights and will be implemented. An arbitrator's award is final and binding upon the parties.

In the event an employee is reinstated with backpay, its Employer is entitled to a setoff of interim earnings including unemployment benefits, worker's compensation benefits, employment or self-employment earnings that would have been earned during the employee's regular work schedule. However, such setoff shall not include supplemental income prior to the action giving rise to a claim for backpay.

A decision or settlement may be made to reinstate the employee without backpay compensation.

ARTICLE 10 - DISCIPLINE AND DISCHARGE

Section 1) Notice of discharge or discipline

The Employer agrees to promptly upon the discharge or discipline of any employee to notify in writing the Steward and the Employee.

Section 2)

The discharged or disciplined employee will be allowed to discuss his/her discharge or discipline with the Steward and the Employer will make available an area where he/she may do so before he/she is required to leave the property of the Employer. Upon request the Employer or its designated representatives, will discuss the discharge of discipline with the employee or the Steward.

Section 3)

Should the discharged or disciplined employee or the Steward deem the discharge to be improper, a complaint shall be presented in writing, signed by the Steward and employee through the Steward to the Employer within seven (7) working days of the discharge or discipline. The Employer will review the discharge or discipline and give its answer within seven (7) working days after receiving the complaint. If the decision is not satisfactory to the Union, the matter shall be referred to the grievance procedure at Step #2)

Section 4) Use of past record

In imposing any discipline on a current charge, the Employer will not take into account any prior infractions which occurred more than one (1) year previously, nor impose discipline on an employee for errors or mistakes on his/her employment application, except for knowing material misstatements of fact.

ARTICLE 11 - SENIORITY - Probationary Employees

Section 1)

New employees hired in the unit shall be considered as probationary employees for the first one hundred twenty (120) days of their employment. When an employee finishes the probationary period, by accumulating one hundred twenty (120) calendar days of employment, he/she shall be entered on the seniority list of the unit and shall rank for seniority from the date of hire. There shall be no seniority among probationary employees.

Section 2)

The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, hours of employment, and working conditions, provided that any discipline or discharge of a probationary employee will not be subject of the parties grievance procedure contained herein with the exception of discharge and/or discipline of probationary employees for Union activities.

Section 3)

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

Section 4)

The Employer will keep the seniority list up-to-date at all times and will provide the local Union membership with up-to-date seniority lists every six (6) months.

ARTICLE 12 - LOSS OF SENIORITY

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

- A) He/she quits
- B) He/she is discharged and the discharge is not reversed
- C) He/she is absent for three (3) consecutive working days without notifying the Employer. After such absence, the Employer will send written notification by certified mail to the employee at his/her last known address that he/she has lost his/her seniority and his/her employment has been terminated. If the disposition made of any such case is not satisfactory, the matter may be referred to the grievance procedure.
- D) Lay-off of twenty four (24) months or length of seniority, whichever is greater, or failure to return to work when re-called from lay-off as set forth in the re-call procedure.
- E) Return from sick leave and leaves of absence will be treated the same as (C) above.

ARTICLE 13 - SHIFT PREFERENCE

Shift preference will be granted on the basis of seniority.

ARTICLE 14 - SENIORITY OF UNION REPRESENTATIVES

Notwithstanding their position on the seniority list, the Chapter Chairperson and Stewards shall, in the event of a layoff or recall, be continued at work at all times, provided they can perform the work available.

ARTICLE 15 - LAY OFF AND RECALL

Section 1)

The word "lay-off" means a reduction in the working force.

Section 2)

All non-regular employees including temporary, probationary, and all other employees will be laid off before any seniority employees unless a senior employee wishes to take a voluntary lay off and remain on said requested lay-off until the next posted schedule.

Section 3)

The Steward shall receive a list from the Employer of the employees being laid off on the same date the notices are issued to the employees. Notice of layoff shall be served at least fourteen (14) calendar days prior to the layoff.

Section 4)

After all non-regular employees have been laid off, the least senior employee will be laid off first, and thereafter all remaining lay-offs will be by inverse seniority of the employees provided that the employees remaining after a scheduled lay-off have the ability to do the work. Recalls from lay-off shall be governed by seniority; the last person laid off will be the first recalled, thereafter the next most senior employee laid off will be recalled until all the laid off employees are returned to work provided that the employee recalled to work in order of his/her seniority has the ability to do the work for which the employee is being recalled.

Section 5)

Notice of recall shall be given by telephone to the employee at his/her last known address and confirmed by registered or certified mail. If an employee fails to report for work within five (5) working days from the date of recall, he/she shall be considered as having quit, except that if he/she is employed elsewhere at the time of recall, he/she will be allowed ten (10) working days to return.

ARTICLE 16 - TRANSFERS

Section 1)

If an employee is transferred or promoted to a position under the Employer not included in the bargaining unit, said employee will retain and accumulate his/her bargaining unit seniority for a period of sixty (60) working days after his/her transfer to the position outside the bargaining unit, thereafter, all bargaining unit seniority shall at that time be frozen.

Section 2)

In the event of a vacancy or a newly created position, bargaining unit employees shall be given the priority over other applicants. In such cases, all vacancies and newly created positions shall be posted on the bulletin boards in each basic working area at least seven (7) working days prior to filling such vacancy or newly created positions.

ARTICLE 17 - PERSONAL LEAVE

Upon written application ^{to} ~~of~~ the D.P.W. Director, employees who have acquired seniority shall be granted an unpaid leave of absence for personal reasons.

Said leave shall be limited to thirty (30) calendar days or less, but may be extended upon actual consent of the employee and City. All seniority and benefits shall continue to accumulate for the first thirty (30) days of said leave. Should the personal leave be extended, all seniority and benefits shall be frozen as of the thirtieth (30th) day and will be retained upon the employees return to work.

ARTICLE 18 - LEAVES OF ABSENCE

Unpaid leaves of absence may be granted upon written request by the employee as determined by the Employer, not to exceed the times specified below.

Section 1) Extended Medical Leave

Any seniority employee who presents adequate medical proof of disability, as requested by the Employer, may be granted sick leave for a necessary period of up to one (1) year or until he/she has been absent for a period equal to his/her seniority, whichever comes first, provided that the Employer may in its discretion extend such leave for additional periods. Such leave will be without pay. Medical proof of continued disability may be required at thirty (30) day intervals during the period of disability. Seniority will accumulate, for the first sixty (60) days of said leave, except for probationary employees.

Section 2) Leave for Union Business

Any seniority employee elected or appointed to public or Union office shall be granted a leave of absence without pay for the period of his/her first term of active service in such elective office. Seniority will accumulate during the period of such leave. Members of the Union appointed by the Union to do work which takes them from their employment with the Employer, shall, at the written request of the Union, receive a leave of absence for a period not to exceed two (2) years or the term of the appointed office, whichever may be shorter. Said leaves shall be continued upon written notice to the Employer thirty (30) days prior to the end of the leave period, and with written notice of the termination of such leave to be made to the Employer thirty (30) days in advance of the date of termination.

Section 3) Termination of Leaves of Absence

Such leaves may be terminated and the employee discharged if he/she works elsewhere during the leave except as provided in Section 2. All leaves may be extended for like cause and for appropriate periods upon written request, not exceeding the limits above and approved by the D.P.W. Director.

ARTICLE 19 - BEREAVEMENT LEAVE

Upon notification to the Employer, an employee shall be allowed three (3) paid working days, plus reasonable travel time, not to exceed one (1) day each way unless mutually agreed upon, as funeral leave days paid for a death in the immediate family. Immediate family is to be defined as follows and limited to: Mother, father, brother, sister, wife or husband, son or daughter, mother-in-law, father-in-law, grandparents, grandchild, brother-in-law and sister-in-law, or a member of the employees household. Employees shall be granted up to one (1) day for the purpose of attending a funeral of any close relative at the discretion of the Employer.

Upon request and approval of the Employer, employees shall be allowed one (1) funeral leave day or such time deemed as appropriate by the Employer in the event of a death of an employee of the City of Davison for the exclusive purpose of attending the funeral. Time granted under this section shall be used for the purpose intended.

ARTICLE 20 - UNION BULLETIN BOARDS

The Employer will provide bulletin boards in each working center building which may be used by the Union for posting notices.

ARTICLE 21 - RATE FOR NEW JOBS

When a new job is created and cannot be properly placed in an existing department, the Employer will notify the Union prior to establishing a position and rate structure. The Employer will meet and discuss said rate structure with the Union upon request.

ARTICLE 22 - JURY DUTY

An employee who serves on jury duty will be paid the difference between his/her pay for jury duty and his/her regular pay provided proof of service and pay is submitted.

Employees required by their Employer to appear before a court or such agency on any matters related to their work with the Employer, shall be granted a leave of absence with pay (as set forth in the following paragraph) for the period during which they are so required to be absent from work.

Such employees shall be paid the difference, if any, between the compensation they receive from the court or agency and their wages for time necessarily spent in such. Employees will be paid for the full day after turning over the witness fees to the Employer.

ARTICLE 23 - SAFETY COMMITTEE

A safety committee of employees and the Employer representatives is mutually established. This committee will include the steward and may meet at least once per month during regular working hours, for the purpose of making recommendations to the Employer. EXAMPLE: Proper use of equipment and other safety related matters.

ARTICLE 24 - SAVINGS CLAUSE

If any article or section of this contract, or if any riders thereto should be held invalid by operation of law, or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this contract or the application of such article or section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby. In the event that any article or section is held invalid, or enforcement of, or compliance with which, has been restrained as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of the Union, for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint.

ARTICLE 25 - MUTUAL PLEDGE AGAINST DISCRIMINATION AND COERCION

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin or political affiliation. The Union shall share equally with the Employer the responsibility for applying this provision of the Agreement.

All references to employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.

The Employer agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative against any employee because of Union membership or because of any legal employee activity in an official capacity on behalf of the Union.

The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit fairly and without discrimination, interference or coercion.

ARTICLE 26 - NO STRIKE - NO LOCK OUT

Section 1)

Union officials, employees, individually and collectively, shall not under any circumstances during the life of this agreement encourage, condone, cause, authorize or take part in any work stoppage, sit-down, stay-in, slowdown strike, or picketing during normal working hours, or any curtailment of work or interference with production.

Section 2)

If any employee(s) take part in any activity in violation of the above provision, any such action will be cause for discharge or other discipline as established by the Employer. An employee who believes that discharge or other discipline by the Employer concerning him/her was not justified, shall have recourse to the grievance procedure provided herein.

Section 3)

If any employee(s) represented by the Union should violate the intent of this section, the Union will take positive measures to effect a prompt resumption of work.

Section 4)

The Employer agrees that, in consideration for the performance by the Union of its responsibilities herein defined, there will be no lock-out during the life of this Agreement.

ARTICLE 27 - TERMINATION AND MODIFICATION

Section 1)

This Agreement shall remain in full force and effect covering the period of July 1, 1989 to and including June 30, 1991, and shall continue in full force and effect from year to year in absence of a notice to modify, alter or amend this Agreement as hereinafter provided. In the event either party wishes to alter, modify or amend this Agreement, notice shall be given by either party to the other of such desire to alter, modify or amend, in writing sixty (60) days prior to its expiration date or yearly extended date. If notice to amend is given, the Agreement shall remain in full force and effect until a new Agreement is reached, or until either party is given a ten (10) day notice to terminate.

Section 2) Notice of Termination or Modification

Notice shall be in writing and shall be sufficient if sent by certified mail, addressed, if to the Union, to G-4101 Clio Road, Flint, Michigan 48504; and, if to the Employer, addressed to 200 E. Flint Street, Davison, Michigan 48423; or to any such address as the Union or Employer make available to each other.

ARTICLE 28 - PROPOSED LANGUAGE FOR DATS SCHEDULING

A 60 day schedule will be posted (20) twenty days prior to the start of the schedule. Employees will fill the schedule based on seniority. The schedule will attempt to maximize the working hours for those employees that want them at 27.5 hours. (The twenty seven and a half hours is based on the present operating hours of an 11 hour work day, Monday thru Friday. Also on the fact we operate a first shift and a second shift, if the hours of operation are reduced, FOR EXAMPLE: a 9 hour work day Monday thru Friday, the maximum hours available to any one driver would be 22.5 hours.) This is our operational schedule from September to May. During the summer a separate operating schedule will be posted.

After the first posting each succeeding 60 day posted period will be placed on the bulletin board 20 calendar days before the period begins and the employees will be able to fill in the various positions for a period of fourteen (14) calendar days. Positions will be awarded by seniority. In the event employees do not bid for positions so that the position remains vacant, the employer will assign the vacant position on the basis of seniority. During any posted period if events necessitate the laying off of employees, or reducing of their scheduled hours the employer will notify the Union and upon written request of the Union the parties will meet and discuss the impending lay-off(s).

or reduction of scheduled work hours, and all alternatives. The parties will meet within five (5) working days of the Unions request to discuss the proposed lay-off(s) or reduction of scheduled work hours.

For the purpose of filling in for drivers on authorized absences of leave (EXAMPLE: Sick, Granted days off), the City of Davison will utilize its bus driver employees to fill in in the following order: First regular bus driver employees that are laid off, second bus driver employees who are working less than 27.5 hours (employees working fewer hours being called first before employees working more hours). In no event will any bus driver employee in these two designated categories be scheduled to work more than 27.5 hours in any week before bus driver employees working 27.5 hours are asked to work these extra scheduled hours based on seniority on a rotational basis. Employees scheduled to work who refuse an extra scheduled work opportunity will be charged the extra schedule work opportunity.

Section 1) Show-up Time

Any employee reporting for work that is sent home due to lack of work or broken down buses, will be guaranteed two (2) hours of work or pay, unless said employee is contacted two (2) hours prior to start of the shift they are scheduled to work.

Section 2) Rates of Pay

Effective July 1, 1988, dispatchers wages will be \$5.70 per hour and drivers wages will be \$5.60 per hour. Effective July 1, 1990 dispatchers wages will be \$6.00 per hour and drivers wages will be \$5.90 per hour.

LETTER OF AGREEMENT

BETWEEN

ARTICLE 29 - EFFECTIVE DATE

This agreement made and entered into this 17 day
of JAN, 1989, effective on and after July
1, 1989.

AMERICAN FEDERATION OF STATE
COUNTY AND MUNICIPAL EMPLOYEES
CHAPTER H AFL-CIO

Billy Burling
BILLY BURLING - UNION REP

Doris Parker
DORIS PARKER - A.M. STEWARD

Elizabeth Gutzert
ELIZABETH GUTZERT - CHAIR PERSON

Jackie McLain
JACKIE MCLAIN - P.M. STEWARD

CITY OF DAVISON
DAVISON, MICHIGAN

Jack N. Abernathy
JACK N. ABERNATHY - CITY MANAGER

Todd M. Scrima
TODD M. SCRIMA - PUBLIC
SERVICES DIRECTOR

Dennis D. Ryan
DENNIS D. RYAN - MAYOR

Hiram S. Grossman
HIRAM S. GROSSMAN - CITY LABOR
ATTORNEY

IN PRESENCE OF:

IN PRESENCE OF:

LETTER OF AGREEMENT
BETWEEN
CITY OF DAVISON
AND
LOCAL 1918, CHAPTER H
COUNCIL 25, AFSCME, AFL-CIO

When a DATS employee works more than eight (8) consecutive hours per day then shall receive a one-half (1/2) hour paid lunch break to be taken at the depot. The break will be scheduled at a time considered to be convenient by the dispatcher.

DATED: JAN. 17, 1990

FOR THE UNION:

Billy J. Busling
E. Elizabeth Stutzert
Doris Parker
Jackie McLean

FOR THE EMPLOYER:

Todd M. Scuma
Jack D. Stenally
Thom S. Egan
Dennis W. Ryan