

6/30/75

Rockwood

SUPPLEMENTAL AGREEMENT TO COLLECTIVE BARGAINING
AGREEMENT BETWEEN THE CITY OF ROCKWOOD AND
LOCAL #755, AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO

The undersigned parties hereby agree that the present existing Collective Bargaining Agreement between the American Federation of State, County and Municipal Employees, Local #755, AFL-CIO and the City of Rockwood, covering all full-time police officers employed by the City for the period of July 2, 1972 through June 30, 1973, is hereby amended by this Agreement. It is the intention of the undersigned that said contract in its entirety is hereby adopted and incorporated herein in this Agreement as if fully and completely set forth herein, amended only by the specific amendments set forth in this Supplemental Agreement. The parties hereby agree as follows:

1. Duration. This Supplemental Agreement shall commence on July 1, 1973 and continue and remain in full force and effect from that date to midnight, June 30, 1975. The provisions of Article 15 - Duration - of the aforescribed Collective Bargaining Agreement covering the period July 2, 1972 through June 30, 1973, being incorporated herein previously, is hereby amended only to the extent necessary to give full force and effect to the amendment set forth herein providing that this Supplemental Agreement shall commence on July 1, 1973 and continue and remain in full force and effect from that date to midnight June 30, 1975, the balance of the aforescribed Article 15 remaining in full force and effect.

LABOR AND INDUSTRIAL
RELATIONS LIBRARY

Michigan State University

City of Rockwood
32409 Fort
Rockwood, Michigan 48173

2. Work Schedule. Article 14 - Work Schedule of the prior contract incorporated to this Supplemental Agreement is hereby amended by the addition of the following to the said Article 14:

"The City agrees that it will make every reasonable effort to maintain an 8:00 p.m. to 4:00 a.m. shift unless such shift is eliminated by City Council action taken subsequent to the execution of this Agreement. It is further agreed and recognized that while the City will make every reasonable effort to maintain the aforescribed shift, the City will not be obligated to provide such shift due to lack of manpower. For purposes of the foregoing, lack of manpower shall mean that the shift cannot be filled because of the illness or vacation of manpower which would normally be used to fill the aforescribed shift."

3. General Conditions. The parties hereby agree that Article 10 - General Conditions of the prior contract incorporated to this Supplemental Agreement shall be amended by the addition of the following Section 3 thereto:

Section 3. The parties agree that the patrol car provided by the City for use during the summer months will be air conditioned.

4. Sick Leave. The parties hereby agree that the sick leave provisions of Appendix "A" to the aforescribed Collective Bargaining Agreement are hereby amended as follows:

(a). Employees for both years of the contract may accumulate credited sick leave days up to a maximum of 65 days.

(b). The balance of the present sick leave provisions in the aforescribed existing Collective Bargaining Agreement are hereby maintained.

(c). The following paragraph is hereby added to said sick leave provisions:

"The City agrees to maintain in effect its present accident and sick leave insurance program for both years of the contract, it being the intention of the parties to this Agreement to integrate that accident and sick insurance program with the provisions of this Agreement providing for the accumulation of credited sick leave days. The parties agree that cash payments received from the aforescribed accident and sick leave insurance plan shall be applied against the sick day accumulation that would be expended if such insurance were not in effect and upon receipt of such cash payments, the City will adjust the used sick day accumulation to reflect application of such cash payments at an individual's gross pay to his used sick days accumulation total. The parties agree that all payments by the insurance company under the sickness and accident plan, if paid directly to the employee qualifying under such plan for such payments, shall be paid to the City and credited by the City against the individual's sick day accumulation total as provided for previously in this paragraph.

5. Uniforms. The parties hereto agree that the Uniforms provision of the Collective Bargaining Agreement incorporated into this Supplemental Agreement is hereby amended by the addition of the following sentence thereto:

"The City agrees that it will provide laundering for the uniform shirts of the police officers during both years of the contract, the effective date of this benefit being the date of execution of this Agreement."

The balance of the Uniforms provision of the Collective Bargaining Agreement shall remain in full force and effect during both years of the Supplemental Agreement.

6. Hospitalization Plan. The parties hereto agree that the Hospitalization Plan provision of Appendix "A" to the Collective Bargaining Agreement incorporated into this Supplemental Agreement is hereby amended with the substitution of the following paragraph for the previous paragraph contained in the former Collective Bargaining Agreement. The provisions of this paragraph shall become effective upon execution of this contract and shall continue until otherwise modified as provided for in the Collective Bargaining Agreement between the parties hereto:

"The City will maintain the present hospitalization plan and associated health and accident policy that is presently in effect with the Travelers Insurance Company except that the coverage will be increased to \$70 per day for hospital care. The cost of such coverage and the cost of increasing such coverage from the present coverage shall be borne entirely by the City, it being the intention of the parties hereto that the employees, under the provisions of this Agreement, shall not be required to henceforth contribute toward the plan.

7. Vacations. The parties hereto agree that the Vacations provision of Appendix "A" to the Collective Bargaining Agreement incorporated into this Supplemental Agreement is hereby amended by the deletion of the previous entire provisions, and the substitution of the following in its place and stead, for both years of the Supplemental Agreement:

"The following vacation schedule shall be applicable in both years of the contract (July 1, 1973, through June 30, 1975):

After completion of one (1) full year
of service2 weeks;

After completion of five (5) full years
of service3 weeks;

After completion of seventeen (17) years
of service.....4 weeks.

Vacation days after being earned, shall be taken as vacation by the employee prior to his next anniversary date of employment subject to approval by the employees supervisor as to the dates scheduled by the employee for the taking of his vacation prior to his next anniversary date.

Requests for vacation must be submitted to the department head at least 60 days prior to the proposed date of commencement of the vacation.

Any person entitled to additional vacation in the fiscal year July 1, 1973, to June 30, 1974, as a result of this Supplemental Agreement, shall not be entitled to actually take the vacation time off, but instead, the City hereby agrees to pay or give to the employee vacation pay for such additional vacation time not taken.

8. Holidays. The parties hereby agree that the Holidays provision of the Collective Bargaining Agreement incorporated into this Supplemental

Agreement is hereby amended by the addition of the following holidays with respect to the following years of the contract:

For Fiscal Year July 1, 1973 to June 30, 1974, half a day will be added on Christmas Eve day - December 24, and half a day will be added after 12:00 noon on December 31;

In the Fiscal Year July 1, 1974 to June 30, 1975, an additional personal development day will be granted to be taken off on the officer's birthday to be utilized by the officer toward his personal development in any manner, in his sole discretion, he decides.

9. Salaries. The parties hereby agree that the Salaries provision of the Collective Bargaining Agreement incorporated into this Supplemental Agreement shall be amended in total as follows:

The following shall constitute the applicable salary schedule during the terms of this Agreement:

From July 1, 1973 to June 30, 1974:

Patrolman	\$5.36 per hour
Sergeant.....	\$5.60 per hour

From July 1, 1974 to June 30, 1975:

Patrolman.....	\$5.70 per hour
Sergeant	\$6.03 ^{5.94} per hour

A.N. 2/15/74

10. Applicability. The parties hereto agree that the agreements set forth in this Supplemental Agreement shall be effective starting with July 1, 1973, unless otherwise specifically stated.

Signature Page to Supplemental Agreement
to Collective Bargaining Agreement between the
City of Rockwood and Local #755, American
Federation of State, County and Municipal
Employees, AFL-CIO

CITY OF ROCKWOOD

By: Howard J. Ditner
HOWARD J. DITNER, MAYOR

By: Bonnie J. Highley
BONNIE J. HIGHLEY, CLERK

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
LOCAL #755, AFL-CIO

By: Howard J. Daff

By: Gerald L. Worris