

WHITE LAKE TOWNSHIP

AND

**MICHIGAN ASSOCIATION
OF
PUBLIC EMPLOYEES**

January 28, 2022

Tentative Agreement

**WHITE LAKE TOWNSHIP
AND
MICHIGAN ASSOCIATION OF
PUBLIC EMPLOYEES**

1. **Duration;**

4 years

2. **Wages**

Effective February 1, 2022 3% increase
 Effective January 1, 2023 2.5% increase
 Effective January 1, 2024 3% increase
 Effective January 1, 2025 2.5% increase

A one-time payment of \$750.00 if ratified by the Unit on or before 2.8.22.
 In addition, the Township shall add the value of the 3% wage increase in a
 lump sum bonus from 1.1.22 - 2.8.22

3. **Vacation Leave**

Increase all steps of "Hired after 9/15/1998 by (2) two days.

4. **Hospital & Surgical Insurance**

Modify: The Township shall provide two health insurance plans.

	BCN HMO BCN \$500	BCBSM PPO Simply Blue 250/EHIM Wrap Plan
Deductible	\$500/\$1000	\$250/\$500
Co-Pay	\$20	\$20
Co-insurance	100%	80%
Drug Rx	\$10/\$30/\$60/\$80	\$10/\$40/\$80
Co-insurance max	\$0.00	\$1,500.00

Employee

Contributions: BCN HMO S: \$25 2-Person: \$37 Family: \$50

SB 250: S: \$50.00 2-Person \$75.00 Family: \$100

5. Amend Article XXVIII (F) Change Vacation Time earned for new hires – earn 5 days at hire and 5 days at 6 months, adding a 0-6 month tier.
 - Amend D. to read if an employee who terminates before 6 months of service will not be paid for additional 5 days.
 - Amend (G) to reflect five (5) days.

6. Article XXIX (2) Long Term Disability

Replace current Long Term Disability language.

The Township will replace with a short-term disability benefit. Employees whose sick leave extends beyond 30 days, shall receive a weekly payment in the amount of \$450.00, until they become eligible for Long Term Disability.

The employee must use any combination of sick and vacation time to cover the first 30 days of disability.

The township will provide a long-term disability policy for members who are on sick leave for 6 months, not to exceed 18 months. Employees shall not earn sick time and personal time for sick leaves greater than 30 days.

7. The parties agree that the position of Water Utility Maintenance Worker shall be placed in the bargaining unit. The position shall be in its own series and shall not be eligible for bumping rights or lateral transfers from, other series.

Pay shall be at the rate based on seniority. Employee shall be at 100% of the pay rate for the grade level held after three (3) years of employment regardless of grade.

Seniority	Start	After 1 year	After 2 years	After 3 years
	85%	90%	95%	100%
Grade I	\$25.25	\$26.73	\$28.22	\$29.70
Grade II	\$23.99	\$25.40	\$26.81	\$28.22
Grade III	\$22.70	\$24.13	\$25.47	\$26.81
Grade IV	\$21.65	\$22.92	\$24.20	\$25.47

The parties agree that the Maintenance Worker position shall be placed in the bargaining unit at its current rate of pay.

8. Uniform Clothing Allowance: The Township accepts the Union’s proposal.

9. Boot Allowance: The Township accepts the Union's proposal.
10. Delete the following classifications:
 - transportation coordinator
 - Water operator – Replace with Water Utility Maintenance Worker
11. Article XXIV: amend to Subcontracting/Part-Time:
 The Township shall be authorized to use permanent part time employees to support the full-time workforce, not to exceed 35% of total union members, as long as the use of part timers does not result in layoffs. The Township is authorized to use temporary, seasonal and election workers, which are not subject to this limitation.
12. The Township shall agree to contribute 2% of base wages into the employee's MERS or VOYA 457 (b) plan, organized under IRC 457 (b). This payment shall only apply to those employees hired after September 2011 on the Tier 2 pension. The employee shall be required to contribute 2% into this account to participate in this program.

Donny DeHenna 02/04/22
 By: Date:

Dora Gounis 2-4-22
 By: Date:

Shemi A. Barker 2.4.22
 By: Date:

[Signature] 02/04/22
 By: Date:

Catherine Decker 2/4/2022
 By: Date: