

LETTER OF AGREEMENT

between

THE TOWNSHIP OF WHITE LAKE (Employer)

and

POLICE OFFICERS LABOR COUNCIL (POLC) –

WHITE LAKE TOWNSHIP PART TIME FIRE FIGHTERS' UNION (Union)

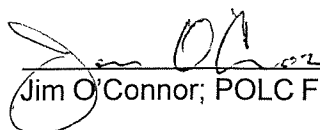
RE: Amendment to Article 14 - Grievance Procedure


Effective as of the date of this Agreement, the Parties hereto agree to amend Article 14 - Grievance Procedure, Section 5., of the 2022-2025 Collective Bargaining Agreement, as follows:

~~1. Section 5. The parties hereby agree that once an employee has elected to pursue a remedy by state or federal law for alleged conduct, which may also be a violation of this Agreement, such employee shall not have simultaneous resort to the grievance procedure. Any grievance then being processed shall be deemed withdrawn by the party filing.~~

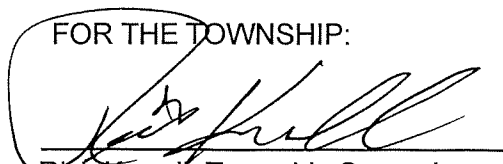
1. Section 5. When remedies are available for any complaint and/or grievance of an employee through any administrative or statutory scheme or procedure in addition to the grievance procedure provided under this Agreement, and the employee elects to utilize the statutory or administrative remedy, the Union and the affected employee shall not process the complaint through the grievance procedure provided for in this Agreement. This provision shall not apply to claims or actions filed under Title VII of the Civil Rights Act of 1964, as amended, the Americans with Disabilities Act (ADA), or the Age Discrimination in Employment Act of 1967 (ADEA), or to the extent it is otherwise prohibited by law.

FOR THE UNION:

 10/08/2023  
Jim O'Connor; POLC Field Rep.

  
Bruce Florez, President,  
WHITE LAKE TOWNSHIP  
PART TIME FIRE FIGHTERS' UNION

FOR THE TOWNSHIP:

  
Rick Kowall; Township Supervisor

 10/05/2023  
Cathy Derocher; Human Resources Mgr.

Dated: 10/05/2023