

CHARTER TOWNSHIP OF YPSILANTI

AND

TPOAM #2

COLLECTIVE BARGAINING AGREEMENT

January 1, 2025 - December 31, 2029
(Approved 1/20/2026)

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PREAMBLE

This Agreement, entered into between Charter Township of Ypsilanti, Washtenaw County, Michigan, hereinafter referred to as the “Employer” and TPOAM #2, hereinafter referred to as the “Union” is for the general purpose of setting forth the agreements between the Employer and the Union, and to promote orderly and peaceful labor relations for the mutual interests of the Employer and the Employee’s Union.

EMPLOYER'S RIGHTS - ARTICLE 1

1. The employer retains the right to exercise all powers vested in it by law, and to determine the methods and procedures of work and materials and equipment to be used. Further, the Employer retains the inherent right and authority to select, direct, adjust, increase, and decrease the work force and to maintain discipline, including suspensions from work and discharge of employees for just cause. Further, the Employer retains all rights to establish and revise reasonable rules and regulations for the purpose of maintaining order, safety, and efficient operation of the Township government and the functions thereof, and to exercise any and all other rights and privileges except as hereinafter specifically limited by the terms and conditions of this Contract.
2. None of the foregoing rights set forth shall be exercised in any manner, which is inconsistent with any of the other specific provisions of the Contract.

ARTICLE 2 – RECOGNITION

1. The Employer does hereby recognize TPOAM #2 as the exclusive agent for the purpose of collective bargaining in respect to rates of pay, wages, hours of work, fringe benefits and other conditions of employment for the following bargaining unit:

Planning & Development Coordinator
Ordinance Enforcement Administrator
Recreation Coordinator
Ordinance/Rental Enforcement Officer
Community Engagement Coordinator
Information Systems Manager
Public Relations Specialist
Assistant Information Systems Manager
Assistant Planner
Staff Planner I
Compost Facility Manager
Parks & Grounds Superintendent

2. Excluded from the bargaining unit shall be all Fire Fighters, members of TPOAM #1, Elected Officials, Deputy Supervisor, Deputy Clerk, Deputy Treasurer, Deputy of Elections, Police Officers, Human Resource Director, Human Resource Manager, Human Resource Generalist, Human Resource Specialist, Accounting Director, Municipal Services Director, Assessor, Deputy Assessor, Community & Economic Development Director, Engineer, Planning Director, Golf Course Employees, Building Director, Recreation Leaders, Police Services Administrator, Quality Assurance Specialist, Recreation Services Manager, OCS Executive Coordinator, Operations Manager, Hydro Operator, Community Compliance Director.

AUTHORIZATION FOR DUES/FEEES DEDUCTION – ARTICLE 3

Section #1

A bargaining unit employee may sign an authorization for deduction of dues/fees for membership in the Union. The authorization for deduction of dues/fees may be revoked by the bargaining unit member upon written notice to the Employer, with copy to the Union.

Section #2

The amount of dues/fees shall be designated by written notice from the Union to the Employer. If there is a change in the amount of dues/fees, such change shall become effective the month following transmittal of the written notice to the Employer. The Employer shall deduct the dues/fees once each month from the pay of the employees that have authorized such deductions.

Section #3

Deduction of dues/fees shall be remitted to the Union at 27056 Joy Rd., Redford, MI, 48239-1949. In the event a refund is due to an employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such employee to obtain the appropriate refund from the Union.

Section #4

If an authorized deduction for an employee is not made, the Employer shall make the deduction from the employee's next pay after the error has been called to the Employer's attention by the employee or Union.

Section #5

The Union will protect, save harmless and indemnify the Employer from any and all claims, demands, suits and other forms of liability by reason of action taken by the Employer for the purpose of complying with this article of the agreement.

Section #6

Unless otherwise provided in this article, all matters pertaining to a bargaining unit employee establishing or re-establishing membership in the Union, including requirements established by the Union for providing paid services to non-union bargaining unit employees, shall be governed by the internal conditions mandated by the Union pursuant to its authority under section 10 (2) of the Public Employment Relations Act.

REPRESENTATION – ARTICLE 4

1. The Union shall be represented by the following Committee and Stewards:
 - a) Stewards: One (1) Chief Steward; One (1) Alternate Steward
 - b) Committees: Bargaining Committee, Grievance Committee

2. Committees shall be limited to no more than three (3) members or less. An aggrieved employee may request the Chief Steward's assistance at any time.

3. Representatives of Local, council, and/or the International Union may be present at all meetings between Management and the Union.

4. The Chief Steward shall be a member of all committees.
 - a) The Chief Steward, upon request by an aggrieved employee, shall be allowed sufficient time to handle legitimate labor grievances during working hours.
 - b) Any Steward who attends meetings with the Employer during working hours shall be paid.
 - c) Any committee member who attends meetings with the Employer during working hours shall be paid.
 - d) The Township will attempt to release all members of the above committees for meetings. Where this will cause a hardship in a particular department, alternate arrangements will be made by the union.

5. The Union shall notify Management of the names and addresses of all stewards and committee members; and unless Management is so notified, Management is under no obligation to recognize the said committee member or steward for any purpose.

REPRESENTATION – ARTICLE 4 (CON'T)

6. A Chief Steward, or the Alternate Steward in his absence, shall be granted the privilege of conversing with any union member regarding union business provided the employees work is not disrupted. Time taken to conduct union business shall be recognized as release time under Section 8 of this article.

7. The Union shall be allowed a total of five (5) days off with pay to attend functions of the International or State Union, Relative Retirement Conference or Local Union business. These days will be distributed among the Union Representatives or officials, but shall not be cumulative from year to year.

8. The Chief Steward shall be allowed a two hours-combined release time per week for the purpose of investigating grievances and/or conducting other union business. Said time to be exclusive of special conferences, arbitrations, and negotiation meetings. Release time used shall be reported to the Human Resources Department.

SPECIAL CONFERENCES - ARTICLE 5

Special conferences on important matters may be arranged between the Union and the Employer upon request of either party. Such meetings shall be between at least two (2) representatives of Union. Arrangements for such meetings shall be made by mutual consent, 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. Discussions at such meetings shall be confined to the agenda. Members of the Union shall not lose any pay for time spent in Special Conferences. A Special Conference will be arranged within ten (10) days of the date of the request. A special conference does not replace any step of the grievance procedure.

PROBATIONARY PERIOD - ARTICLE 6

1. All new employees hired shall be considered as probationary employees for the first six months of their employment. After new employees have finished their probationary period, they shall be entered on the seniority list and shall rank for seniority from the first day of employment.

If a new employee is terminated prior to the completion of their six (6) month probationary period, this same employee may not be rehired in any capacity within the bargaining unit for a period of two (2) years.

An employee, who does not meet the Township standards, may be terminated at any point during the probationary period without recourse to the grievance procedures.

Health care, dental, vision, life insurance, disability, and PTO shall be available to the employee at 90 calendar days of employment. All other benefits shall take effect upon completion of the probationary period.

2. If a probationary employee is injured on the job before completing their probationary period and it is determined they are entitled to receive Worker's Compensation as a result of said injury, such employee's probationary period shall stop as of the date of the injury. During such time that the employee is off work because of a compensable injury, they shall not be entitled to any benefits of this Collective Bargaining Agreement. When such employee can return to work in their former position and perform the duties of it, they shall then start a new probationary period, and at the end of the six months they shall have a seniority date of the beginning of the latter six-month period only.
3. The Union shall be notified in writing of all hiring of new employees immediately from the date of hiring. Such notification to include Position, Immediate Supervisor, Rate of Pay, Name, Address, and Phone Number. Notification to be sent to the Chief Steward.

PROBATIONARY PERIOD - ARTICLE 6 (Con't)

The Union shall have a 30-minute introduction period for each newly hired employee within two (2) weeks of their first day of employment. Should more than one employee have the same first day of employment, said introduction period shall be combined into one.

SENIORITY - ARTICLE 7

1. All employees who complete the probationary period shall be placed on the seniority list and shall rank for seniority from the first day of employment.
2. Seniority will be broken only for the following:
 - a) Discharge. (If upheld after all grievance and legal procedures have been exhausted.)
 - b) Voluntary quit.
 - c) Employee is absent for three (3) consecutive working days without notifying the Employer. After such absence, the Employer will send written notice to the employee by registered mail to the last known address informing the employee he or she has lost their seniority, and their employment has been terminated. In proper cases, exceptions may be made by the Employer. If the disposition made in any such case is not satisfactory to the employee, the matter may be referred to the grievance procedure.
 - d) The employee does not return to work when recalled from layoff as set forth in the recall procedure. In proper cases, exceptions may be made by the employer.
 - e) Failure to return from sick leave or leave of absence will be treated the same as “d” above.
 - f) Employee retires.
3. Any Employee of Ypsilanti Township within the bargaining unit who shall accept advancement of a position exempt from the bargaining unit here under shall retain all prior accumulated seniority and should such employee subsequently be rehired to a position within said bargaining unit, such accumulated seniority shall be restored to such employee along with the benefits associated with that prior accumulated seniority. This seniority here refers to years of service and not date of hire.
4. RE-HIRE: If an employee has a minimum of two-year seniority and voluntarily terminates and is rehired, he/she shall have their seniority and all benefits associated with said seniority up to the time of the termination restored to them. Seniority here refers to years of service and not date of hire.

LAYOFF - ARTICLE 8

Procedure for the reduction of the working force:

1. A laid off employee, if qualified, shall maintain seniority, and can exercise the right to bump a less senior employee within the bargaining unit.
2. In applying the above procedures, probationary employees shall be removed from the affected classification or replaced, as the case may be prior to removing or replacing full-time non-probationary employees.
3. If a temporary employee or intern is employed in any department, an employee, including a probationary employee, who is to be laid off from any department, shall have the option of replacing the temporary employee or intern, conditioned upon them having the ability to perform the work available. An employee exercising this option does not become a temporary employee or intern.
4. The employee will be allowed to waive their seniority rights, if they so desire. Employees who waive their seniority rights will only be called back to their classification and their department from which they were laid off.
5. When employees are on lay-off, the Township will not contract out the services which employees laid off could perform.

Lay-off Notification: In the event of a lay-off, employees shall be notified, in writing, by the employer at least thirty (30) calendar days prior to the lay-off. The Union shall be given a list of such laid off employees at the same time.

6. Employees on layoff shall retain seniority rights accumulated at the time of layoff.

LAYOFF – ARTICLE 8 (CON'T)

7. Notice of recall from layoffs shall be sent by registered mail to the employee's last known address. The employee shall have five (5) business days to report for work after receiving proper notice of recall. Any employee who does not report for duty after notification shall waive all rights. It shall be the employee's responsibility to keep Management informed of any change of address.
8. Seniority employees shall have the right to recall from layoff for a period not to exceed their total seniority at the time of layoff.
9. No new employee or intern shall be hired to fill a position while a regular employee is laid off and elects to take such position, if qualified.

LEAVES OF ABSENCE - ARTICLE 9

Personal Leave of 30 Days or Less

1. Personal leave of absence without pay, for a short period of time not to exceed thirty (30) days, may be granted to an employee for a justifiable cause. Any employee who wishes to take a leave without pay must sign a leave slip with the number of days of leave requested and the reason for such leave. The employee must secure the prior written approval of their immediate supervisor before taking such leave. All available PTO time must be exhausted prior to a leave of absence without pay.

Personal Leave of More than 30 Days

2. A personal leave of absence without pay may be granted for a justifiable cause. Any employee who wishes a leave of absence shall sign a leave form stating the time and reasons for the leave. Such request shall be submitted in writing to their immediate supervisor. The immediate supervisor shall forward the request to the Human Resources Department who shall forward the request to the Township Board at its next regular meeting with a recommendation for approval or disapproval. Leaves of absence granted by the Township shall not be granted for a period longer than the employee's total seniority and in no case longer than a period of one year, except in the event that an employee should elect to run for a political office and be elected. Such employee shall have the right to a leave of absence for the period covered by the elected position. Benefits to the employee under this contract cease at the time the leave of absence commences except as provided in Section 3. Benefits such as PTO time, and rights under the pension plan, accumulated prior to the leave of absence shall be frozen and maintained until the employee returns to work. The employee shall retain accumulated seniority as of the date that the leave of absence begins, however seniority will not be accumulated during a personal leave.

LEAVES OF ABSENCE – ARTICLE 9 (Con't)

3. Subject to, and consistent with the Group Health Insurance Plan and Group Life Insurance Plan, coverage of these plans will be continued for an employee on a leave of absence under Section 1 or 2 for the first thirty (30) days of leave. After this period, coverage may be continued during a leave of absence provided direct payment of the total premium is made by the employee to the Human Resource Department.
4. **Military Leave:** Military leave will be in accordance with Federal and Michigan State law. Any employee who belongs to the Military Reserve and is required to go to camp for training during the year, such employee shall be given Leave with Pay of the difference the employee received from the Military for a maximum of two (2) weeks unless additional time is granted by action of the Township Board.
5. **Medical Leave:** An employee who becomes unable to work because of illness or injury shall have the right to be placed on Medical Leave. The employee shall provide the Human Resource Department with a doctor's certification stating that the employee needs to be on Medical Leave of Absence and the anticipated date that the employee will return to work. The Medical Leave shall be granted to the employee based on the recommendations of the employee's physician as to the time required. This shall have no bearing on the employee's ability to apply for short- or long-term disability coverage under other articles within the contract. In the event the Medical Leave granted is not sufficient time to recuperate, it shall be the responsibility of the employee to present the Human Resource Department with additional doctor's certification to extend the Medical Leave. The additional doctor's certifications shall state the employee's need to extend the Medical Leave of Absence and the anticipated date that the employee will return to work.

LEAVES OF ABSENCE – ARTICLE 9 (Con't)

During the time an employee is on Medical Leave, they shall continue to receive life insurance and health care benefits for a period of two (2) years from the date of the initial absence. PTO benefits shall continue for a period of six (6) months. The employee shall continue to accumulate seniority until such time as the doctor or doctors authorize the employee to return to work or for a period of two (2) years from the date of the start of their absence, whichever is less. The employee's seniority shall be terminated at the end of two (2) years of Medical Leave. ***Note: PTO hours placed in the employee's bank each January will be pro-rated based on accrual rules for previous year.***

During the time an employee is out on Medical Leave he/she shall continue to pay any health care contribution that may be required of employees.

An intermittent return to work from a Medical Leave within two (2) years of the date of the initial absence shall not be cause to "re-start" the time clock for the time periods established in the paragraph above. Intermittent return to work is defined as returning for less than six (6) months for the same medical condition.

Management shall have the right to have an employee examined by a company physician to determine the feasibility of any Medical Leave extending beyond the twelve (12) weeks as provided for in the Family Medical Leave Act.

If an employee, while on Medical Leave, is found to be working another job with duties that violate his/her medical restrictions his/her employment with the Charter Township of Ypsilanti shall be terminated immediately. The employee shall be notified by certified mail of his or her termination.

LEAVES OF ABSENCE – ARTICLE 9 (Con't)

If an employee returns to work from a Medical Leave of Absence before the expiration of one (1) year, he/she shall be allowed to return to his/her former position even though the employer may have temporarily filled the position. The individual who filled the position temporarily shall be laid off and be subject to the lay-off procedure in the contract.

6. **Duty Disability Leave:** Any employee who has completed their probationary period and has been placed on the seniority list as a full-time regular employee and who suffers injury compensable under the Worker's Compensation Act shall receive payment due under the Worker's Compensation Act directly from Worker's Compensation provider. In addition, the Township shall pay the difference between his or her base rate of pay at the date of injury, less any required tax withholding, and the Worker's Compensation payment directly to the employee for a period of 1 year. After the one-year period, employees may supplement Worker's Compensation payment with available PTO time. If the Worker's Compensation payment is reduced because of appeal or settlement, the amount owing from the Employer shall be reduced by the same percentage. After this one-year period, the only pay the employee will receive is from Worker's Compensation. Time taken off for this duty disability leave shall not be deducted from the employee's PTO. PTO accrual shall continue for a period of one (1) year and frozen until such time the employee returns from leave. ***Note: PTO hours placed in the employee's bank each January will be pro-rated based on accrual rules for previous year.***

The employee shall receive health, vision, dental, and life insurance for a period of two years. During the time an employee is out on Duty Disability Leave he/she shall continue to pay any health care contribution that may be required of employees. After this two-year period employee's seniority will be terminated.

7. Employees after four (4) consecutive days absence due to illness shall be required to submit a report from their doctor indicating that the employee is physically able to return to work.

LEAVES OF ABSENCE – ARTICLE 9 (Con't)

8. Bereavement Leave: The employee shall be granted bereavement leave with pay when he/she suffers a death in the immediate family. The employee shall receive leave with pay for up to five (5) working days. The leave is for attending the funeral/memorial and for attending to other family business. The employee must submit verification of attending the funeral/memorial. A member of the immediate family shall be parent, stepparent, spouse, spouse's parent, spouse's step-parent, child, step child or established domestic partner (proof of domestic partner should be filed with the Human Resource Department).

In the event of the death of a grandparent, spouse's grandparent, grandchild, brother or sister, the employee shall receive leave with pay for up to four (4) days. The leave is for attending the funeral/memorial service and for attending to other family business. The employee must submit verification of attending the funeral/memorial.

In the event of the death of the employee's brother-in-law, sister-in-law, aunt or uncle in a direct blood relationship and great grandparent the employee shall receive up to two days off. The leave is for attending the funeral/memorial service and for attending to other family business. The employee must submit verification of attending the funeral/memorial.

In the event the employee cannot attend the funeral/memorial services due to their own circumstances, they will be allowed one (1) bereavement leave day not to be deducted from their PTO bank.

The five (5), four (4), or (2) days leave will not be deducted from the employee's accumulated time bank. Any additional time for bereavement shall be granted upon the employee's request from the employee's PTO, or bereavement leave without pay.

LEAVES OF ABSENCE – ARTICLE 9 (Con't)

An employee who has a death in his/her immediate family during a vacation period must notify his/her immediate supervisor immediately upon receiving notice of the death and shall have up to four (4) days of his/her remaining vacation rescheduled at a later date, provided that the employee attends the funeral service and provides verification of this fact to his/her supervisor.

9. **Family Leave:** In addition to the previous leave provision, the Township is required by Federal Law to allow employees up to twelve (12) weeks of leave each year for the following purposes: personal illness or disability, the care of a newborn, newly adopted, or recently placed foster child, the care of a seriously ill child, spouse, or parent. The employee shall be eligible to utilize sick leave and sick and accident benefits for personal illness or disability, which include pregnancy, termination of pregnancy or childbirth.

Absences for the above reasons shall be cumulative for purposes of calculating the 12 weeks. If the employee has utilized the twelve (12) weeks and is absent for reasons of personal illness or disability, or desires to be absent for the care of a newborn, newly adopted child or recently placed foster child, extensions shall be treated under the provision of Section 2 and 3 of this above. Employees are entitled to leave in accordance with the FMLA and any subsequent amendments thereto.

During the above twelve- (12) week period, the employer shall provide health care coverage at the same level the employee received prior to the leave. During the time an employee is out on FMLA Leave he/she shall continue to pay any health care contribution that may be required of employees. The employee shall be eligible to return to his/her former position and shall accumulate seniority.

JOB POSTINGS, VACANCY AND TRANSFER - ARTICLE 10

1. When a position in the bargaining unit becomes vacant, the Human Resources Department will meet with the Union within ten (10) workdays to discuss filling the vacancy. Once a meeting is held, the Human Resources Department will determine within fifteen (15) workdays whether the position is to be filled. If the position is not to be filled at that time, then the Human Resources Department will notify the Union within five (5) workdays of the reasons for not filling the position. If the position is to be filled, the posting of the position will be made as soon as possible within thirty (30) calendar days. The Chief Steward shall be sent a copy of all job postings.

Internal postings shall be electronically forwarded to all TPOAM #2 employees. TPOAM #2 employees shall have five (5) workdays to bid on postings. At the same time, external recruitment shall occur, with the Human Resources Department setting a closing date for external applications.

2. The Human Resources Department shall review the applications pursuant to the job description to establish an interview pool. Internal candidates, if qualified, shall be awarded position before external candidates are considered for interviews.
3. A screening committee of a minimum of three (3) persons will conduct interviews. Committee shall consist of a Human Resource Representative, Department/Division Head and a Management/Administrative representative. If the panel deems necessary, a second round of interviews will be held.
4. The Interview Panel selects a finalist to be confirmed by the Township Board.
5. When a bargaining unit position becomes vacant, the position may be filled by an outside independent contract source on a temporary basis for a period of time not to exceed ninety-(90) working days unless specifically agreed upon by the Township and the bargaining unit.

DISMISSAL PROCEDURE - ARTICLE 11

Discipline shall be only for just and stated cause with the employee having the right to defend themselves against any and all charges. The Employee shall have the right, if he/she so requests, to be represented for any disciplinary action by the Chief Steward or in the absence of the Chief Steward, the Alternate Steward. The employee's immediate supervisor or the Human Resources Department shall notify the Employee and Union in writing of any discipline within five (5) workdays of knowledge of said infraction.

An Employee may be suspended and subject to discipline pending an investigation meeting between the Employee, the Human Resources Department and the Chief Steward. Such suspension shall be with pay. The meeting shall take place within two (2) working days after the employee has been suspended at a date mutually agreed to between the parties. Upon a written response from the Human Resources Department that as a result of their investigation the employee has been discharged, the Union may file a grievance at Step 3. In posting any discipline and/or discharge, the employer will not take into account any prior discipline, which was given more than one year previous. The employer will not impose discipline on any employee for errors or mistakes on his/her employment application after a period of three years from the employee's date of hire.

After disciplinary investigation, a suspension shall be without pay and in accordance with the Fair Labor Standards Act.

GRIEVANCE PROCEDURE - ARTICLE 12

1. Crucial to the cooperative spirit with which this agreement is made between the Union and the Township, is the sense of fairness and justice brought by the parties to the adjudication of employee grievances. Should an employee or group of employees, or the Union feel that their rights and privileges under this agreement have been violated, the Steward shall be consulted.

Step 1: The aggrieved employee and the Union Steward shall verbally present the facts to the employee's immediate supervisor within five (5) working days of the date of the events giving rise to the grievance or the date the employee should have known of these events, but in no case shall a grievance be honored if presented to the immediate supervisor more than twenty (20) workdays after the date of the events giving rise to that grievance. If the immediate supervisor is a bargaining unit member, then the grievance shall be submitted to the first direct non-bargaining unit member supervisor of the employee within the employee's department. If there is no direct non-bargaining unit member supervisor in the employee's department, the grievance shall be submitted to the Human Resources Department.

Step 2: Should the Grievant decide that the First Step reply is unsatisfactory; the facts of the grievance shall be reduced to writing and submitted to the Human Resources Department within five (5) workdays. The Human Resources Department shall within five (5) working days reply to the Union in writing giving his/her decision.

Step 3: Should the Grievant decide that the Second Step reply is unsatisfactory the Union shall have sixty (60) calendar days to submit the matter to the Union's grievance panel for determination of arbitrability. Within this period the Union may move the grievance to arbitration under the rules and procedures of the **MERC (Michigan Employment Relations Commission)** or the grievance will be considered as withdrawn and settled.

GRIEVANCE PROCEDURE - ARTICLE 12 (CON'T)

2. The Arbitrator shall within thirty (30) days after the hearing has been concluded, render a decision and notify all parties in writing of the decision. The decision of the Arbitrator shall be final and binding on all parties and any provisions of the Arbitrator's decision shall be implemented immediately.

3. During the procedures of Grievance and Arbitration, such evidence and witnesses may be presented as deemed necessary by either party involved.

4. Cost of the Arbitrator's fee shall be equally divided between the Union and the Township, and their respective shares shall be paid forthwith upon presentation of a statement for the amount of such cost.

5. Time limits as set forth in the Grievance Procedure may be extended by mutual consent; however, such extension must be reduced to writing and signed by both parties to the contract with copies to all parties involved. Failure of the Union to process the grievance to the next step within time limits set out therefore, shall constitute a settlement of the grievance in accordance with Management's last answer; and failure by management to answer within the time limits set out therefore, shall constitute a granting of the grievance in accordance with last request of the Union.

6. The parties hereto may make any other arrangements by agreement in written form if both parties so desire; neither party is obligated to agree to any other arrangements and shall suffer no prejudice by refusing to agree to any other provisions other than those set out as the grievance procedure herein.

JURY DUTY - ARTICLE 13

The Township agrees to pay the difference the employee will receive as a juror and the regular pay, which the employee would normally receive from the Township. The employee will receive their regular paycheck for their regular scheduled workweek and shall endorse all checks or monies received from the court for Jury Duty over to the Township. Mileage paid by the court will be retained by the employee. The notice to serve Jury Duty must be turned into the Human Resource Department.

HOLIDAYS - ARTICLE 14

1. All employees shall have the following holidays off with pay: New Year's Eve, New Year's Day, Martin Luther King's Birthday, Presidents' Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve, Christmas Day.
2. Should two holidays occur in succession on Saturday and Sunday, the Friday before the holiday and the Monday following the holiday shall be observed as the holiday. Should two holidays fall on Friday and Saturday, the Thursday before the holiday and Friday shall be observed as the holiday. Should they fall on Sunday and Monday, the Tuesday following the holiday and Monday shall be observed.
3. The employee must work the last scheduled working day before and the first scheduled day after each holiday in order to qualify for holiday pay, unless the employee has received an excused absence from Management prior to the holiday or the absence is covered under ESTA. If the employee, due to illness or accident, is unable to work either the day before or day after the holiday and the absence is not covered by ESTA, the employee may provide written verification from a doctor or Urgent Care of this fact for absence to be excused and receive holiday pay.

HOURLY WORK SCHEDULE – ARTICLE 15

1. The Employer shall have the right to determine reasonable schedules of working hours and days, including the assignment of leave days, and to establish the method and processes by which such work shall be accomplished.
2. The work schedule for hourly employees consist of five (5) eight (8) hour days (Monday – Friday) or in accordance with Section #6, below, during the months of May, June, July, and August. When the Employer determines that extra hours are needed outside of regular shifts for hourly workers, the employee assigned to work, in agreement with management, shall have the choice of flex-time. Flex-time use must be approved one week in advance and occur during the same week. *(Ex: Hourly employee works an extra hour on Tuesday, with supervisor's approval, that same employee may report to work 1 hour later Wednesday).*
3. Time and one half (1½) shall be paid for all hours worked in excess of forty hours per week. Holiday pay and PTO will be counted as time worked under this provision. In the event O.T. is scheduled in advance, it shall be based on high seniority with lowest O.T. hours within a classification.
4. When a TPOAM #2 hourly employee is called to work (call-in), work begins at the time the employee arrives at the jobsite. A call-in is when you are called into work and then leave again. This time is not connected to the employees' regular shift. The employee will be paid for the hours worked at 1½ times their regular rate of pay, starting at the time they arrive at the job site. The minimum payment for call-in shall be two (2) hours paid at time and one half (1½). It is understood all employees eligible for call-in will respond within time to properly assist in addressing the overtime emergency.
5. Hourly TPOAM #2 employees may utilize PTO time in minute increments.

HOURLY WORK SCHEDULE – ARTICLE 15 (Con't)

6. During the months of May, June, July and August each year, in departments where staffing is sufficient, employees may work an altered workweek, upon approval of the department director. The altered workweek shall be as follows:

A flexible schedule of four ten-hour days (starting at 8:00 a.m. and ending at 6:00 p.m.) within the Monday through Friday workweek

Employees not participating in the altered workweek will work their normal schedule.

The supervisor of the department will determine the number of employees who work any specific schedule and select them based on their seniority and ability to perform the work available.

PAY DAYS - ARTICLE 16

Township employees will be paid bi-weekly on Fridays. All pays will be direct deposited to the financial institution(s) of the employee's choice. A copy of the check stub will be provided until such time the Township is able to provide on-line access to printable paystubs. The workweek for the Township shall begin at 12:01 a.m. on Monday, and end at 12:00 midnight the following Sunday.

EARNED SICK TIME (ESTA) – ARTICLE 17

- A. All employees (current and new full-time and part-time) covered by this contract are eligible for Earned Sick Time. Earned Sick Time will begin accruing on an employee's first day of employment but cannot be accessed until after 90 days of employment. **Earned Sick Time hours front loaded during the first year of employment will be pro-rated based on actual hours worked that year. All Earned Sick Time will be paid at the employee's regular hourly rate of pay.**
- B. Full-time employees will receive 72 hours of Earned Sick Time, front loaded on January 1st each year. Any full-time employee who works more than 2,160 hours per year, will receive 1 additional ESTA hour for every 30 hours over 2,160.
- C. Part-time employees will receive 36 hours of Earned Sick Time, front loaded on January 1st each year. Any part-time employee who works more than 1,080 hours per year will receive 1 additional ESTA hour for every 30 hours over 1,080.
- D. Employees can use Earned Sick Time for any of the following reasons:
 - a) The employees' mental or physical illness, injury or health condition; medical diagnosis, care or treatment of the employee's mental or physical illness, injury, or health condition, or preventative medical care for the employee.
 - b) For the employee's family member's mental or physical illness, injury, or health condition; medical diagnosis, care or treatment of the employee's family members' mental or physical illness, injury or health condition; or preventive medical care for a family member of the employee.
 - c) If the employee or the employee's family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault.
 - d) For meetings at a child's school or place of care related to the child's health or disability, or the effect of domestic violence or sexual assault on the child; or
 - e) For the closure of the employee's place of business by order of a public official due to a public health emergency; for an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.

EARNED SICK TIME (ESTA) – ARTICLE 17 (Con't)

For the purposes of ESTA, “family member” includes all the following:

- a) Biological, adopted or foster child, stepchild, or legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis.
- b) Biological parent, foster parent, stepparent, or adoptive parent or a legal guardian of an employee or an employee’s spouse or domestic partner or a person who stood in loco parentis when the employee was a minor child,
- c) A person to whom the employee is legally married under the laws of any state or a domestic partner.
- d) A grand parent.
- e) A grandchild.
- f) A biological, foster or adopted sibling
- g) Any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

E. Notice of need to use ESTA time shall be as follows:

- For foreseeable events – advanced notice of up to 7 days
- Non-foreseeable events – as soon as practicable

F. ESTA hours may be requested to supplement short-term or long-term disability benefits for employees on approved medical leave of absence so long as the combined benefits do not exceed the wage the employee would have earned at work.

G. Employees will not be penalized, disciplined, or retaliated against in any way for requesting or using ESTA time for the purposes designated above.

H. ESTA time frontloaded each year, is use it or lose it.

PAID TIME OFF - ARTICLE 18

1. Paid Time Off (PTO) shall be requested in advance by the employee’s supervisor.
2. PTO for salaried employees shall be used in minimum increments of one-half days.
Employees utilizing half-day increments of PTO time shall be expected to work a minimum of 4 hours in addition to the use of PTO hours. Salaried employees who wish to be absent more than 4 hours during the workday will need to use a full day of PTO time.
3. PTO for hourly employees shall be used in minimum increments of minutes for the exact amount of time taken.
4. This shall not apply to situations where the employee’s supervisor has approved a flexing of their schedule because of unusual work demands. This flexing of hours shall occur during the same pay period.
5. PTO benefits will accrue beginning on the date of hire and become available to the employee following 90 (ninety) calendar days of employment.

Employees will receive PTO benefits in the following amounts based on years of service at each subsequent anniversary of their date of hire. These hours will be fixed on January 1st of each year based on full years of service as of December 31st of the previous year. If an employee has an anniversary date (during the year) that increases their years of service calculation, those additional hours will be added on a pro-rata basis on the date of the anniversary.

0 through the 4 th year of employment	126 hours annually (+ 72 hours of ESTA)
5 years through the 9 th year of employment	165 hours annually (+ 72 hours of ESTA)
10 years through 14 th year of employment	204 hours annually (+ 72 hours of ESTA)
15 years + of employment	243 hours annually (+ 72 hours of ESTA)

PAID TIME OFF – ARTICLE 18 (Con't)

9. Employees may request a payout of PTO hours earned from their banks throughout the year. The number of hours available for payout will be based on hours earned through the time of the request. All hours requested will be paid at 75%. These payments shall be non-MERS and not rolled into the employee's base wage. Full-time employees will be required to maintain a minimum of 40 hours of PTO time following a payout request for future use. A maximum of 180 hours will be allowed for payout in any given calendar year.
10. Part-time TPOAM #2 employees working 20 or more hours a week shall be entitled to receive ½ of the PTO amount received by a full-time employee and must use the time within the year it is accrued, or the time will be lost.
11. PTO benefits, if available in the employee's PTO bank, must be used to cover vacations and absence due to illness or injury. The employee's salary will be docked one day for each full day taken off when the employee has exhausted their PTO bank. Claim for PTO due to illness or injury must be accompanied by a statement from a physician when the employee has been off work due to illness or injury for four or more days. When the claim for benefits is for the day preceding or the day following a vacation period or a holiday observed by the Township and not covered by ESTA, a physician statement will also be required.
12. In addition to the paid time off, if the Township has a limited close down between the observed Christmas Day and New Years' Eve Holiday, the employees may elect to have the time off with pay by using PTO days from their banks to cover this period. "With Supervisor approval, employees may work during the Christmas closure".

HEALTH INSURANCE - ARTICLE 19

1. The Township will provide the following level of health care insurance for the employee and the employee's family including dependents through December of the year the dependent turns 26.

2. The current employee health care insurance coverage is listed below:
 - Blue Cross/Blue Shield Flex Blue Plan #3 Medical Coverage with the Flexible Blue RX Prescription Drug Rider. The Township will provide a benefits card to pay for In-Network deductibles of up to \$3,250/per person and up to \$6,450/per family. In addition, the Township will provide an additional \$1,000/per person and \$2,000/family of \$10 generic/\$60 Brand name coinsurance for prescription drugs. The benefit card will be paid for by the Township through a Healthcare Reimbursement Account established by the Township.

 - Employees receiving health care insurance will contribute on the first two pays of each month toward their health care premium, unless otherwise specified within the relevant bargaining agreement or employment contract. Current contributions will be as follows: Single Coverage = \$25.00/per pay; Two Person Coverage = \$50.00/per pay; Family Coverage = \$75.00/per pay.

 - Vision insurance at level currently provided through VSP Vision Plan with premium paid by the Township.

 - Dental Coverage at level currently provided through Delta Dental with premium paid by the Township.

Effective January 1, 2025, The Charter Township of Ypsilanti Board of Trustees, on a yearly basis, will elect the option to opt out of PA 152 through the term of this contract, December 31, 2029. The coverages outlined above shall be the benefits in effect through December 31, 2029. Example of the savings to the employee in 2025 is noted below:

	2025 Township Health Care Cost	Current Employee Contributon	Employee Contribution Hard Cap Option	Employee Contribution 20% Option
Single	13,827.56	600.00/yr	6,109.30/yr	2,765.51/yr
Two Person	31,436.12	1,200.00/yr	15,294.84/yr	6,287.22/yr
Family	37,182.56	1,800.00/yr	16,132.71/yr	7,436.51/yr

HEALTH INSURANCE – ARTICLE 19 (Con't)

- 3 Employees who retire after December 31, 2011, but were hired prior to January 1, 2010, will receive retiree health care at age sixty (60) with ten years of service until such time the employee is eligible for Medicare. Employees hired after January 1, 2010 shall be eligible for retiree health care at age 62 with fifteen (15) years of service. Coverage for employees who retire after December 31, 2011, will change in the future to match any changes in coverage in the collective bargaining agreement.

Employees hired after December 31, 2013, shall not be eligible for retiree health care. Employees will contribute 1% of gross pay per pay with the Township contributing \$100.00/per pay to a Health Care Savings Program in the employee's name for future health care cost with a 10-year vesting for purposes of retirement, on the employer contribution.

4. When an employee is eligible for Medicare, the Township shall provide a Medicare Supplemental coverage equal to or better than the plan in effect 11/23/2021, until employee's death. Should an employee hired prior to January 1, 2010, retire prior to age 60, the coverage provided as an active employee shall be continued by the employee reimbursing the employer the premium. If the retiree elects not to continue coverage by reimbursing the premiums they shall be eligible to return to the Township's coverage at their earliest age eligibility date.
5. Employees hired after January 1, 2010, and retire at age sixty-two (62), the Township will pay 100% of the cost for the base plan that was in effect for the employee only. The cost for coverage for any dependents will be the responsibility of the retiree.

HEALTH INSURANCE – ARTICLE 19 (Con't)

6. The Employer shall provide a short- and long-term disability benefit for each employee. The provision of the short-term policy shall take effect and begin paying benefits at 66 2/3% of current wage. The waiting period could be up to 30 days depending on coverage being secured and that the disability claim is approved by the provider. The maximum benefit period under short-term is 90 days. The provisions under the long-term disability shall begin paying benefits to the employee at 66 2/3% of current hourly wage. following a waiting period of ninety (90) calendar days and approval of disability claim. The maximum benefit period under long-term is determined by your age when the disability begin. The Township will pay the difference between the maximum benefit and 66 2/3% of wage for a period of one year. Following one year, the disability benefit will be the only pay received by the employee. If the employee has PTO time in their bank while receiving 66 2/3% of pay, they may utilize their PTO to make up the difference in their weekly gross income not to exceed 100% of pay.
8. The Township shall provide the option for each bargaining unit employee to withdraw from the health insurance coverage provided by the Township if they are covered under other health insurance. The employees who choose to withdraw shall receive annually a \$3,000.00 – Single; \$4,500.00 – Two Person; \$6,000.00 – Family cash payment in lieu of health insurance. This payment shall be made in two installments: one in June and one in December.
9. Effective March 1, 2007, retirees will now have the option to withdraw from the health insurance coverage to receive annually a \$3,000 cash payment in lieu of health insurance in two installments: one in June and one in December. To participate in this plan, the employee or retiree must notify the employer prior to January 1 of each year and provide verification of the alternate coverage. If for any reason the employee loses their alternate coverage, they

HEALTH INSURANCE – ARTICLE 19 (Con't)

shall notify the employer immediately and will be returned to the Township coverage as soon as the Insurance Carrier and the Federal and State Tax Laws allow. If for any reason, their plan shall jeopardize the tax-exempt status of the health benefits for other employees, the Union and Management shall meet to negotiate changes in this agreement to conform to the tax law so that the health insurance benefits for other employees remain tax exempt.

10. In the case an active employee dies, their same healthcare insurance shall be provided to the surviving family for 60 days following the death, and thereafter COBRA eligibility begins.

LIFE INSURANCE - ARTICLE 20

1. The Township shall pay the full cost of providing term life insurance to all employees in the minimum amount of \$30,000.00 death benefit for the duration of the contract. The insurance shall include coverage for accidental death and/or dismemberment.
2. Employees who retire after October 1, 2018, shall be covered by paid life insurance in the minimum amount of \$15,000 death benefit only. The employee will be given a certificate of insurance from either the insurance company or from the Township Board.
3. Management agrees to pay the total cost of life insurance.
4. Township agrees to offer Voluntary Group Term Life Insurance through Standard Life for active employees with a normal schedule of 20 hours or more per week and their dependents (through age 25). This voluntary coverage would be payroll deducted on a pre-tax basis (if allowed). This is entirely voluntary, and the cost of such group coverage is solely on the employee. The allowable coverage amounts for Voluntary Group Term Life Insurance coverage are currently as follows:
 - For employee – Increments of \$10,000 up to \$100,000
 - For spouse – Increments of \$5,000 up to \$25,000
 - For Child (through age 25)– Flat \$10,000

These amounts are to prevent having to collect E of I (evidence of insurability health statements).

EMPLOYEE PENSION PLAN - ARTICLE 21

Employee Hired Before 1/1/2013

1. The Employee pension program shall be administered through the Michigan Municipal Employees' Retirement Systems (MERS). Effective January 1, 2000 the benefit program shall be the B-3 (2.25% multiplier) with the F-55/15 waiver and the FAC-3.

Employees Hired After 1/1/2013

2. Effective January 1, 2013 new hires have the following pension benefit through the Michigan Municipal Employees' Retirement System: B-2 (2%) multiplier with the F-55/15 waiver and the FAC-3.
3. The employee contribution for both divisions shall be 8% for the length of this current contract. The change in the employee contribution will take effect on the first of the month following ratification by the union body and Township Board approval.
4. An employee shall be considered retired and eligible for benefits other than pension as provided for in this contract, at the earliest date that he/she would qualify under the MERS pension plan and meet eligibility requirement covered in this contact, providing the employee's service is not based on any prior service with another employer.

WAGES - ARTICLE 22

		3.5%		4.0%	4.0%	4.0%
	Starting Wage	Retro 1/1/2025	Retro Wage Adjustment 2025	1/1/2026	Adjustment 2026	1/1/2027
Information Systems Manager	\$86,331.23	\$89,352.83		\$92,927.00		\$96,644.03
Assistant Information Systems Manager	\$64,879.15	\$67,149.93		\$69,835.90		\$72,629.37
Compost Facility Manager	\$94,369.39	\$97,672.32		\$101,579.00		\$105,642.40
Ordinance Enforcement Administrator	\$55,866.51	\$57,821.84	\$59,901.84 (\$2,080.00/yr)	\$62,297.91		\$64,789.83
Recreation Coordinator	\$57,774.08	\$59,796.18		\$62,188.00		\$64,675.56
Planning & Development Coordinator	\$70,854.86					
Community Engagement Coordinator	\$50,000.00	\$51,750.00		\$53,820.00	\$55,900.00 (\$2,080.00/yr)	\$58,136.00
Public Relations Specialist	\$53,045.20	\$54,901.79		\$57,097.90		\$59,381.79
Parks & Grounds Superintendent	\$70,000.00	\$72,450.00		\$75,348.00		\$78,361.92
Assistant Planner						
Staff Planner I	\$24.11	\$24.96		\$25.96		\$27.00
Ordinance/Rental Enforcement Officer	\$23.58	\$24.41	\$25.41 (\$1.00/hr)	\$26.43		\$27.49
*Hourly Employees						

- A. January 1, 2025, TPOAM #2 shall receive a Retro 3.5% increase.
- January 1, 2026, TPOAM #2 shall receive a 4.0% increase.
- January 1, 2027, TPOAM #2 shall receive a 4.0% increase.

In addition to the 3.5% increase as of 1/1/2025, Ordinance Administrator and Ordinance/Rental Enforcement Officer classification shall receive a one-time wage adjustment of \$1.00/hour, retro to 1/1/2025.

WAGES – ARTICLE 22 (Con't)

As of 1/1/2026, the Community Engagement Coordinator shall receive a one-time increase of \$1.00/per hour for additional duties related to being back-up for the Public Relations Specialist.

New position – Assistant Planner shall be added to the union.

- B. Longevity Step Increases - Longevity pay shall be paid out as a flat fee, based on years of service and not rolled into base wage. Lump Sum longevity pay shall be received on the first pay following the yearly anniversary date in which employee becomes eligible.

Step #1 - Five (5) - Nine (9) Yrs of service	1.5% of base wage
Step #2 - Ten (10) - Fourteen (14) Yrs of service	1.75% of base wage
Step #3 - Fifteen (15) - Nineteen (19) Yrs of service	2.0% of base wage
Step #4 - Twenty (20) - Twenty-Four (24) Yrs of service	2.25% of base wage
Step #5 - Twenty-five (25) + Yrs of service	2.5% of base wage

- C. If Ordinance employees acquire any of the certifications below, the employee shall receive noted wage increase per hour:

MSU Extension Citizen Planner - \$.50/hour
MSU Extension Zoning Administrator - \$.50/hour
ICC #64 Property Maintenance & Housing Inspector - \$.50/hour
ICC #75 Zoning Inspector - \$.50/hour
ICC #B1 Residential Building Inspector - \$.50/hour

TRANSPORTATION - ARTICLE 23

Any employee who is requested by the Employer, and at employee's option agrees, to use his or her own car in the performance of their duties will receive mileage allowance in the amount of the current internal revenue service rate.

SAVING CLAUSE - ARTICLE 24

If any article or section thereof of this contract is found to be in violation of the laws of the State of Michigan or Federal Labor Laws, such Article or Section thereof shall become null and void and both parties to this Contract shall meet to negotiate proper changes in the wording within the limits of the law. The remaining portions of the Contract shall remain in effect.

COMPLETE AGREEMENT - ARTICLE 25

The parties acknowledge that during 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 the 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 Union, except in the areas otherwise provided for in this Agreement, agree that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this agreement.

MISCELLANEOUS - ARTICLE 26

1. **JOB DESCRIPTION:** The Township shall furnish the Union with copies of all job descriptions. The Township further agrees that whereas new job descriptions are created or present job descriptions are revised, such descriptions will also be furnished to the Union. If a job description or duties are “significantly changed”, or a new position is created within the bargaining unit, the Employer shall notify the Union prior to the position being created or changed and the Employer shall determine salary. If the Union disagrees with the salary rate, the grievance procedure shall be invoked after the parties meet in an attempt to resolve differences concerning the salary rate.

2. **CONTRACT:** The Township shall provide each member of the TPOAM #2 collective bargaining unit, a copy of the Union Contract, electronically within ninety (90) days of ratification of this contract.

3. **REIMBURSEMENT FOR EDUCATION EXPENSES:** Any employee who desires to advance within their department or better his or her present position by participating in outside education courses, seminars, workshops, or similar activities must do the following to be considered for reimbursement from the Township and/or time off to attend such programs. The employee shall submit a written request to the Human Resources Director, unless another individual is designated. The request shall contain the following information:
 - a) The dates, time, and place of the activity, and if there is a deadline for making arrangements for the program.
 - b) The cost of the activity.
 - c) A description of what will be taught, and an explanation of how this program will benefit the employee and the Township.

MISCELLANEOUS - ARTICLE 27 (CON'T)

The above request must be submitted at least four (4) weeks prior to the event if there is no deadline for reservations, or four (4) weeks from the deadline if there is one. This is in order for the Township to adequately determine whether it wishes the employee to participate in the program. The Township will inform the employee if it will pay any, or all of the costs of the particular program and also what arrangements, if necessary, can be made for time off. If a grade is given, a passing grade must be obtained before reimbursement is made.

Employees who attend educational programs without the prior written approval of the Human Resources Department shall not be reimbursed for any expenses incurred. Any employee required to take additional schooling for his/her job, over and above classification requirements and not required for certification or by state law, may request a review of their job description per Section 1 of this article.

4. TRAINING: The Township will provide necessary technical training, including seminars, when such training or seminars are required to obtain or maintain skills needed in the employee's work. The Township shall pay the entire cost of providing such technical training.
5. UNION BULLETIN BOARD: The Employer agrees to provide the Union with a Union bulletin board in the Township Civic Center. This bulletin board or anything posted thereon, will not be disturbed by any official of the Employer, unless approved by the Union.

Any material posted on the bulletin board and authorized by the Union to be posted which contains anything controversial, or anything reflecting upon the Employer, any of its employees, or any labor organization among its employees, shall be in violation of this Article and shall entitle the Employer to require the Union to remove such material.

MISCELLANEOUS - ARTICLE 26 (CON'T)

6. BUILDING CLOSURE: If the Township closes a building for acts of God or for reasons related to the health and safety of the employees, affected employees assigned to that building shall not experience a reduction in pay nor shall they be required to use accumulated leave time to cover said closing. When possible, employees will be contacted prior to reporting to work by their supervisor.

7. EXPOSURE: If a TPOAM #2 employee is exposed to materials, substances, or encounter parasites believed to be detrimental to their well-being while performing work responsibilities, they shall have access to locker rooms and showers located at the Township Civic Center, and at the Fire Department Headquarters located at 222 S. Ford Blvd. The employer will provide scrubs for the employee after showering and bags to dispose of any contaminated clothing. Contaminated clothing must be removed from Township property.

8. UNIFORMS: The Township shall provide Ordinance, Parks, and Compost employees with an allowance per year for the purpose of purchasing and maintaining work uniforms as outlined below. The Employer shall have the right to determine the quality and color of uniforms. The Employer and employees agree to use their best efforts to secure the best uniforms at the best possible cost. Uniforms shall be worn by all employees receiving the allowance.

Employees shall receive an allowance of \$600.00 per year to purchase boots, pants, shirts, and other work wear as needed.

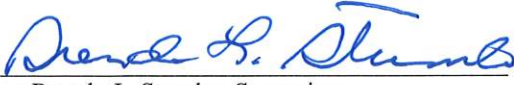
Employees will be furnished with a quilted winter jacket every 4 years.

DURATION OF AGREEMENT - ARTICLE 27


This contract shall be in full force and effect from January 1, 2025 – December 31, 2029 and year after year thereafter, unless not less than one hundred twenty (120) days before the expiration date, either party to the contract may notify the other party in writing that the contract is being opened for negotiations and/or amendment.

**UNION CONTRACT BETWEEN
THE CHARTER TOWNSHIP OF YPSILANTI AND
MEMBERS OF TPOAM #2
EFFECTIVE January 1, 2025 – December 31, 2029**

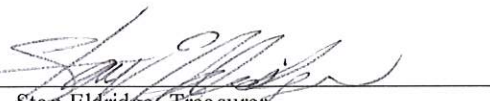
Approved by Management:

By: 
Brenda L. Stumbo, Supervisor
Charter Township of Ypsilanti

2/13/2026
Date

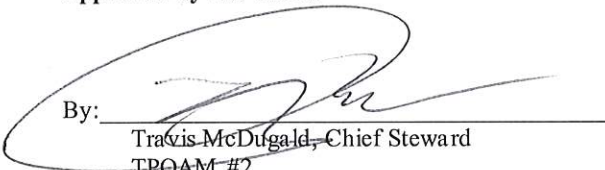
By: 
Debbie Swanson, Clerk
Charter Township of Ypsilanti

2/13/2026
Date

By: 
Stan Eldridge, Treasurer
Charter Township of Ypsilanti

2/17/26
Date

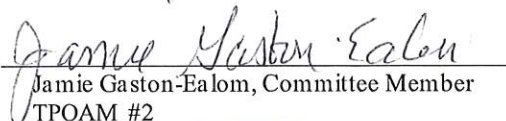
Approved by the Union:

By: 
Travis McDugald, Chief Steward
TPOAM #2

2026-02-10
Date

By: 
Bob Kelch, Committee Member
TPOAM #2

2/12/2026
Date

By: 
Jamie Gaston-Ealom, Committee Member
TPOAM #2

2-10-26
Date

By: 
Joe Thivierge, Council Representative
TPOAM

2-10-26
Date