

TENTATIVE AGREEMENT

West Bloomfield Township

-and-

**Technical, Professional, Officer Worker's
Association of Michigan (TPOAM)**

September 9, 2011

TENTATIVE AGREEMENT

WEST BLOOMFIELD TOWNSHIP
AND
TECHNICAL, PROFESSIONAL, OFFICE WORKER'S
ASSOCIATION OF MICHIGAN (TPOAM)

September 9, 2011

1. Duration: 2 year collective bargaining agreement
January 1, 2012 through December 31, 2013
2. Wages: 2012 0%
 2013 0%
3. Sick Time Payout at retirement – Reduce to 30 days for the length of this contract.
4. Eliminate end of year Sick Time payout – For the length of this contract.
5. Employees contribute 1% to Defined Benefit Plan for the length of this contract.
6. Longevity Payments:
 - (A) Continue to freeze Longevity Payments at the current level for contract duration with the provision that if and when re-instated, employees will be credited for missed years in time only.
 - (B) Continue decrease in Longevity payouts by 2%; 1% for those at 2% for length of contract only.
7. Multivestor: Tier 1 – reduce from 5% to 0% for the length of this contract.
 Tier 2 - Reduce from 10% to 8% for the length of this contract.
9. No step increases for length of contract.
10. Eliminate no layoff clause.
 - 11.1.A. Probationary and/or part-time employees within the affected classification within the department will be laid off first, providing the remaining seniority employees can perform the available work.

11. An Agency Shop Provision will be agreed to by the parties.
12. Effective January 1, 2012, the Township will move from the current \$10/\$40 drug card to a \$5/\$25/\$50 drug card; 0% copay thereafter. \$30 Office Visit with rider to cover mammograms 100% and ER \$250. MOPD – 2.

LANGUAGE Changes:

13. 11:1 D When an employee is removed from a classification within his department as a result of being bumped by a more senior employee in accordance with paragraph C, he may be allowed to bump the least senior employee in the same or next lowest classification or previously held position.

14. Transfers

14.2 The Township may transfer employees from one job, department, or classification to another. Balance of 14.2 remains in effect. Prior to any transfer the position will be posted internally with all qualified employees to be considered.

14.3 This section is deleted.

15. Pay for new hires

15.3 The Township may hire from outside if no employee is deemed to be qualified to fill the vacancy or no applications are received from employees. If the job classification is 2 through 5.5, the employee may be hired at level a, b, or c depending on experience and qualifications in the discretion of the personnel director. If the job classification is 6 or above, the employee may be hired at level a, b, c, d, or e depending on experience and qualifications in the discretion of the personnel director.

16. ADD: Article 15 – Promotions

Sec. “The employee will be paid at the rate within the new classification within the next two steps higher than the rate at which he was being paid within the previous classification.

WEST BLOOMFIELD TOWNSHIP

John F. ... 9/12/11

BY: *[Signature]* DATE 9/12/11

BY: *[Signature]* DATE 9/12/11

BY: _____ DATE _____

**TECHNICAL, PROFESSIONAL,
OFFICE WORKER'S ASS'N OF
MICHIGAN (TPOAM)**

Jerusa Jablonski 9/12/11
BY: _____ DATE _____

Dora A. Montgomery 9/12/11
BY: _____ DATE _____

Tentative Agreement 9-9-11/West Bloomfield Twp/TPOAM

Approved by the
**WEST BLOOMFIELD
TOWNSHIP BOARD**
Catherine Shaughnessy 9/12/11
Clerk Date