

# **TENTATIVE AGREEMENT**

**West Bloomfield Township  
-and-  
Technical, Professional, Officer Worker's  
Association of Michigan (TPOAM)  
(Supervisory Unit)**

**September 9, 2011**

# TENTATIVE AGREEMENT

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

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. THIS IS NOT AN ADDITIONAL 2% DECREASE.
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.
- 8 9. No step increases for length of contract.
- 9 10. Eliminate no layoff clause.

VMA  
RL

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.

~~10~~ 11. An Agency Shop Provision will be agreed to by the parties.

11 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:**

12 13. Article 31- In the event an employee is transferred from one department to another and the job description requires work boots, the employee is entitled to a new pair of work boots.

**WEST BLOOMFIELD TOWNSHIP**

*Joe Folan* 9/12/11

BY: *HR* DATE 9/12/11

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

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

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

*M. Gray* 9-12-11  
BY: DATE

Pentative Agreement 9-9-11/West Bloomfield Twp/TPOAM-Supervisory Unit

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