

TENTATIVE AGREEMENT

**West Bloomfield Township
-and-
West Bloomfield Water and Sewer
Employees Association**

September 9, 2011

TENTATIVE AGREEMENT

**WEST BLOOMFIELD TOWNSHIP
AND
West Bloomfield Water and Sewer
Employees Association**

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:

addition

*SDH
W.H.P.R.*

13. Article 16.15

(E) AN EMPLOYEE MAY ACCEPT ON CALL DUTY WITHOUT AN EXCHANGE 1 TIME A YEAR.

*SDH
W.H.P.R.*

16.15(D) THE EMPLOYEES ENCOUNTERING ISSUES THEY WOULD LIKE SUPERVISORY ASSISTANCE MAY CALL THE WATER + SEWER DIRECTOR, SUPERINTENDENT OR FIELD SUPERVISOR AS DESIGNATED TO GET ADVICE AND COUNSEL.

*SDH
W.H.P.R.*

16.14 THE FATIGUE TIME POLICY LETTER OF UNDERSTANDING DATED 10.9-05 SHALL BE INCORPORATED IN THIS CONTRACT.

*SDH
W.H.P.R.*

Article 2.1 - DEFINITION OF UNIT ADD LIFT STATION MECHANIC.

WEST BLOOMFIELD TOWNSHIP

Joe Kim 9/12
BY: _____ DATE
HRS 9/12/11
BY: _____ DATE

BY: [Signature] 9/12/11
Catherine Shaughnessy 9/12/11

**WEST BLOOMFIELD TOWNSHIP
WATER AND SEWER EMPLOYEES
ASSOCIATION**

Scott Hill 9-12-11
BY: _____ DATE
Wayne Johnson 9-12-11
BY: _____ DATE

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