

**CITY OF ROYAL OAK
AND
SERVICE EMPLOYEES' INTERNATIONAL UNION
(SEIU)**

TENTATIVE AGREEMENT

June 21, 2016

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AND
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TENTATIVE AGREEMENT

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1. Duration:

3 Years

July 1, 2016 – June 30, 2019

2. Wages:

July 1, 2016	2.5% increase
July 1, 2017	2.5% increase
July 1, 2018	2.5% increase

3. Electronic NOD is allowed and at the discretion of the City.

4. Article 39, Section 7(B) - Health or Retirement Savings Account or HCSP –

Change to:

The City will contribute 3% of the employee's gross base wages, with five-year vesting for City contributions. The Employee will contribute 1% of the employee's gross base wages. The employees may contribute additional amounts above 1% if they so desire, provided such additional contributions are permitted by the provider, but the City will not match such extra contributions.

5. Sick leave payout: Modifications as follows.

	Current Language		Suggested
	Old Tier	New Tier	New Tier
Hours accrued/year	96	72	72
Hours Req	360	360	270
Hours to Prior Sick	48	48	36
Maximum Payout	48	24	36

Numbers above assume no sick leave was used and maximum accrual was reached at end of FY. Language to be modified accordingly.

6. The City will continue to meet with the Union to continue to discuss uniforms.
7. City agrees to the concept for members to be paid once a year for up to 3 unused vacation days. Those payments will not be included in FAC and are not part of the base wages.

8. Article 38; Section 5 – Discuss

Modify to read: Seasonal employees will be allowed to drive any truck less than 15,000 G.V.W. including when operated with towed equipment. Seasonal employees also will be allowed to operate riding mower equipment up to and including utility tractors. Front-end loaders up to Ford Model 445A may also be operated by seasonal employees.

9. Article 43; Section 12 – Delete

10. Article 44; Section 6 – Modify to read: "The contribution rate will be 9% for the employers and 5% for the employees. Vesting will be 5 years under this plan." The changes in this paragraph and paragraph 4 above will be implemented when practical with the carriers.

11. Article 42 -Uniforms

Section 1 – All employees will receive an annual voucher of \$300 for uniform allowance.

Section 9 – All employees will be reimbursed up to \$200 for approved safety shoes.

12. Article 27 - Holidays

Section 1 – Employees shall receive the following 12 to 15 holidays:

- New Years Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

(8) Personal Business Days for employees hired before July 1, 2006.

For employees hired on or after July 1, 2006, this will be reduced to (5) personal business days per year which will first be received after one full year of service. This will be increased to (7) personal business days after three full years of service.

The above changes will be implemented prospectively only.

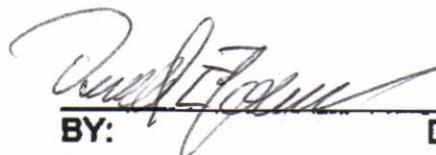
New Hires:

Members who are hired after ratification of this Agreement will receive 3 new hire leave days in their first year of employment after 90 days.

Individuals presently in the bargaining unit who are in their first year of employment with the City will also receive 3 new hire leave days and will have one year from the date of ratification to use these additional 3 days.

New hire leave days must be used in the first year of employment with the City and they will not carry over. There is no payment for these days upon separation.

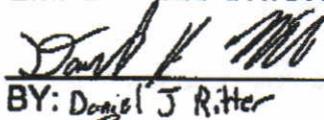
CITY OF ROYAL OAK

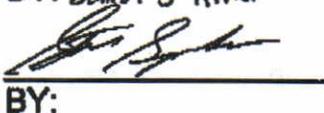
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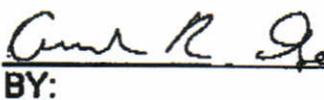
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**SERVICE INTERNATIONAL
EMPLOYEES UNION -SEIU**

 6/28/16
 BY: Daniel J Ritter DATE

 6-30-2016
 BY: _____ DATE

 6-30-2016
 BY: _____ DATE