

**CITY OF ROYAL OAK**  
**AND**  
**SERVICE EMPLOYEES' INTERNATIONAL UNION**

**TENTATIVE AGREEMENT**

**April 29, 2024**

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1. **Duration.** Two years, July 1, 2024 – June 30, 2026.
2. **Article 6, Section 1, Grievance Procedure.** Revise step 2; replace reference to Superintendent with reference to Operations Manager. Revise step 3; instead of 'or' make this step include HR Director and Director of Public services; change references of superintendent to operations manager; change the number of days for the scheduling a meeting to 5 days and add language to permit 5 working days after the meeting conclusion to provide a written response.
3. **Article 11, Section 1(A)**  
  
**Section 7.** Remove reference to signals & communication; dated language; our electrician, which was once considered part of S&C is now considered part of building maintenance. Deletion should apply to any other part of the contract that makes such reference.
4. **Article 24, Section 1, Sick Leave.** Effective upon ratification of the agreement, the City will agree to eliminate the second tier for the accrual of sick leave on a monthly basis and will return to eight (8) hours accruing each month for service.
5. **Article 27, Section 1, Holidays.**  
  
Both parties agree to clean up the language with the elimination of "12 to 15" and "effective 2023."
6. **Article 27, Section 1, Personal Business Days.** Effective July 1, 2024, the City will agree to eliminate the second tier of personal business leave.
7. **Article 38, Out-of-Classification/Temporary Assignment/Seasonal Employees.** Seasonal employees may work up to 1,500 hours per calendar year (January 1 – December 31).

Seasonal employees will be allowed to drive any truck less than 15,000 G.V.W. when operated without towed equipment except hydraulic sprayers or the tree watering trailer. 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.~~

8. **Article 39, Section 3, Dental Insurance.** The City will review its Dental and get back to the Union and discuss – this is a citywide issue and the City agrees if improved, the dental benefits for the bargaining units in the City, SEIU will also receive.

9. **Article 42, Section 1, Uniform.** The City would agree to increase the annual uniform allowance from \$300 to \$400 and would agree to increase safety shoes from \$250 to \$300.

**Section 2.** Revise to standardize uniform colors/styles/materials, or else remove entirely. Continue to discuss.

10. **Parental Leave.** The City is working to develop a citywide policy and will continue to discuss this issue with the Union.

11. **Article 44, Pensions, Annuity Withdrawal.** Pension system has adopted a provision calculating that annuity withdrawal utilizing the PGBC rate formula which was made available to the public ~~delete~~ contrary language.

Please see Letter of Agreement regarding annuity withdrawal which should be referenced in the contract.

12. **Article 25, Injury Leave, Section 4.** Increase injury leave pay to 360 hours.

13. **Amend Section 16, Bereavement.** Add, “In loco parentis.” Include the aforementioned as well as possible domestic partner.

If any improvements are provided to Bereavement policy on an across-the-board basis throughout the City, members of this bargaining unit will also receive this additional item.

14. The City and Union agree to continue to discuss if they can agree to remove title and wage scales that are no longer in use. They also agree to discuss rolling entry level positions into one classification and potentially combining equipment repair worker and garage service worker positions.

15. **Section 40, Tuition Reimbursement.** The City is developing a citywide policy for non-public safety groups. Should it develop such a policy, it will be provided to the Union for discussion purposes and possible inclusion.

16. The parties agree to meet and discuss the City's Efficiency and Operational Study upon its completion.

17. Article 34, Pay Plan.

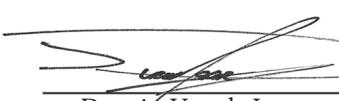
A. 1. All classifications will receive a \$1.00 an hour increase effective July 1, 2024.

2. Effective July 1, 2024, all classifications will receive a 4% pay raise after rolling the dollar in noted above.

3. Effective July 1, 2025, all classifications will receive a 3% pay raise.

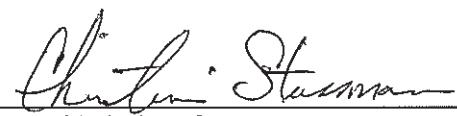
4. Following ratification of this agreement and as soon as practical thereafter, all members of the bargaining unit will receive a \$1000 check which reflects a lump sum payment for the additional dollar an hour noted above reflecting the adjustment to approximately January, 2024.

CITY OF ROYAL OAK

  
By Dennis Van de Laar  
Human Resources Director

04/30/24  
Date

SEIU

  
By: Christine Stressman  
Senior Labor Relations Specialist

4-29-24  
Date

By

Date

By

Date