

CITY OF ROYAL OAK

AND

**PROFESSIONAL & TECHNICAL
EMPLOYEES ASSOCIATION**

Tentative Agreement

July 1, 2011 – June 30, 2013

**CITY OF ROYAL OAK
AND
PROFESSIONAL AND TECHNICAL
EMPLOYEES ASSOCIATION**

Tentative Agreement Reached June 30, 2011

1. **Duration:** 2 years.

July 1, 2011 – June 30, 2013

Negotiations will begin no later than January 15, 2013 on a new contract.

2. Healthcare – Community Blue – 3 / \$30 OV /\$30 Chiro / \$250 ER / \$10/\$40/\$80 Rx. Eliminate HMO options.

Employees will pay ten percent (10%) of the premium per month for their healthcare choices. The payment initially will be based on the June 2011 rates. The payment will be adjusted at open enrollment in Spring each year thereafter. A member may select to have this deduction made on a pre-tax basis.

3. The parties agree to six (6) unpaid holidays per fiscal year.

The parties will sit down and discuss which six holiday days will be used. This will require that there be matching unpaid holidays to reflect the individuals who members of this bargaining unit supervise.

The parties agree that should Veteran's Day, Martin Luther King Day or President's Day be included among the unpaid holidays in any subsequently negotiated agreement, they will be included in this agreement as well.

Members may use vacation, personal business, or comp time for these days.

4. The Health insurance at retirement will be the plan noted in 2 above, or its equivalent, with the drug card noted above, except as noted in 5 below. The City may afford retirees available equivalent options at its discretion.

5. Healthcare at retirement to mirror healthcare for active employees, including prescription coverage. Should hospitalization and medical care

benefits coverage provided to active employees cease for any reason, the insurance last covering the retiree will remain in effect.

6. Return to forty (40) hours (five (5) eight-hour days) the week of July 24, 2011.

7. FMLA Language

Eligible unit employees will be accorded family and medical leave in accordance with the provisions of the Family Medical Leave Act of 1993, as amended. Employees will be required to use sick, vacation and compensatory banks in that order during an FMLA leave. In no event, however, will an Employee be required to reduce their vacation banks to less than forty (40) hours. FMLA supersedes Sections 37.11 and 38.5 of the 2006-2010 Agreement between the City of Royal Oak and Professional & Technical Employees Association

8. The healthcare at retirement provisions will only apply to individuals hired before July 1, 2007.
9. The parties also agree that should the City provide different healthcare coverage than noted above in paragraphs 2 and 5 in a negotiated agreement with any other City Union, except an Act 312 arbitration award, the Union may request to sit down and discuss that issue with the City to determine whether the level of coverage and percentage payments by employees provides better coverage. The Association may consider that option rather than the one provided under this contract.
10. Effective July 1, 2011, prospectively, the multiplier for the first 20 years of service will be 2.25% for service after July 1, 2011. For all years of service after 20 years, the multiplier remains unchanged.
11. Effective with the pay period beginning July 24, 2011, there will be a 2.5% wage reduction for all members of the bargaining unit. There will be a wage freeze provided in the 2012-13 fiscal year.
12. Mandatory direct deposit.
13. Healthcare premium costs for employees hired on or after July 1, 2011 shall include a minimum employee share of 20%.
14. All necessary statutory language required by State law will be incorporated into this agreement.

CITY OF ROYAL OAK

PROFESSIONAL & TECHNICAL
EMPLOYEES ASSOCIATION

Robert J. Jones 7/19/11
BY: DATE

Scott Goo 7/19/11
BY: DATE

Mary Jo DiLauro
BY: DATE

Stephen J. Cito 7/14/11
BY: DATE

Matt Miller 7/14/11
BY: DATE

Kathleen T. Kantson 7/14/11
BY: DATE

Received

JUL 14 2011

3:50 PM
Carol A. Bonifacio
City Attorney's Office
Royal Oak, MI