

CITY OF ROYAL OAK

AND

FOREMEN AND SUPERVISOR'S ASSOCIATION

Tentative Agreement

September 13, 2011

**CITY OF ROYAL OAK
AND
FOREMEN AND SUPERVISOR'S ASSOCIATION**

Tentative Agreement

September 13, 2011

1. Duration: 3 years.

July 1, 2010 – June 30, 2013

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

2. Effective upon ratification, there will be an additional 4% employee contribution to the Pension Plan by all Members.
3. Effective January 1, 2012 with no retroactivity, 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.

4. The parties agree to six (6) unpaid holidays per fiscal year. The unpaid holidays will be:

New Year's Day
Good Friday
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day

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

5. Health insurance at retirement will be the plan noted in 3 above, or its equivalent, with the drug card noted above, except as noted in 6 below. The City may afford retirees available equivalent options at its discretion.
6. 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.

There will be no premium sharing in retirement.

7. The healthcare at retirement provisions will only apply to individuals hired before July 1, 2006.
8. The parties agree that should the City provide different healthcare coverage than noted above in paragraphs 3, 5 and 6 in a negotiated agreement with any other bargaining unit, except an Act 312 arbitration award, the Association 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.
9. Effective upon ratification, prospectively, the multiplier for the first 10 years of service will be 2.25%, for years 10 – 20, 2.5%. For all years of service after 20 years, the multiplier will be 2.2%.
10. Effective upon ratification, 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.
11. Mandatory direct deposit.
12. Healthcare premium costs for employees hired on or after July 1, 2011 shall include a minimum employee share of 20%.
13. The parties agree that consistent with the City's Retirement Ordinance, the City may utilize temporary and seasonal employees up to 1200 hours per year.
14. All necessary statutory language required by State law will be incorporated into this agreement.

15. A contract covering the period from July 1, 2010 through June 30, 2013 will be drafted and signed within ninety (90) days after ratification.
16. Contract language clean-up:
- a. Section 5.1 – delete “Effective 11/27/95, the number of supervisory positions and employees shall be reduced to six as negotiated, and duties reorganized accordingly.”
 - b. Section 9.5 – delete Step 2 (presentation of grievance to superintendent, in that there are no longer any superintendents), and re-number remaining Steps
 - c. Section 13.5 – amend to read “members of the Foremen & Supervisors’ Association”.
 - d. Section 21.4 – amend to reflect current practice of notifying Director of Recreation & Public Service and highest seniority employee in division, who becomes acting supervisor
 - e. Section 31.0 – delete, in that there are no longer promotions within the bargaining unit
 - f. Section 46A.2 – delete, given prohibitions contained in 46A.1 and 46A.3

CITY OF ROYAL OAK

FOREMEN & SUPERVISORS’ ASSOC

Date
[Signature] 9/14/11

Date
Julie Buddel 9-14-11

Date
Mary Jo DiPaola 9/14/11

Date

Date
[Signature] 9/14/11

Date
[Signature] 9-14-11

Date
[Signature] 9-14-11

Date

RATIFIED ON 9/14/11