

## LETTER OF AGREEMENT

IT IS HEREBY AGREED between the County of Eaton ("the County") and the Police Officers Association of Michigan Central Dispatch Non-Supervisory Unit ("the Union") as follows:

1. Notwithstanding any contrary language in the parties' collective bargaining agreement, Article 12 (Holiday Pay), Section 1 (Recognized Holidays) shall be amended as follows:

Section 1. Recognized Holidays. The following days shall be considered Holidays for the purpose of this Agreement:

New Year's Day	Labor Day
President's Day	Veteran's Day
Easter	Thanksgiving Day
Memorial Day*	Day After Thanksgiving
Independence Day	Christmas Eve
Juneteenth	Christmas Day
	New Year's Eve Day

\*Observed on the last Monday in May

2. Notwithstanding any contrary language in the parties' collective bargaining agreement, Article 8 (Hours of Work and Overtime), Section 4 (Pass Days) shall be amended as follows:

### Section 4. Pass Days.

(a) Employees receive pass days in lieu of weekends off. In a calendar year there are fifty-two (52) Saturdays and fifty-two (52) Sundays for a total of one hundred four (104) weekend days. Additionally there are thirteen (13) ~~twelve (12)~~ holidays recognized in this contract. This is a total of one hundred seventeen (117) ~~one hundred sixteen (116)~~ days which an employee who works a Monday-Friday schedule would normally be off work each year. The Employer's right in Section 1 to change work schedules is expressly limited to schedules which normally allow a total of at least one hundred seventeen (117) ~~one hundred sixteen (116)~~ days off per year. Permissible examples, assuming thirteen (13) ~~twelve (12)~~ holidays (this list is not all inclusive):

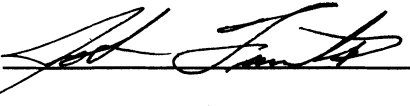
- (1) Five (5) workdays per week plus thirteen (13) ~~twelve (12)~~ days off for the thirteen (13) ~~twelve (12)~~ recognized holidays. The workday shall be eight (8) hours including a one-hour unpaid meal period. A paid meal period may be granted by the Employer for an employee working on a continuous assignment.
- (2) Four (4) ten-hour days and three (3) days off and no extra time off for holidays. The workday shall be ten (10) hours including a paid meal period.

- (3) Six (6) twelve-hour days, plus one (1) eight-hour day within a fourteen (14) day period with no extra time off for holidays. The work days shall be twelve (12) hours or eight (8) hours including a one-half hour paid meal period.

[No other changes to this Article]

3. Except for those provisions expressly referenced in this Agreement, all other provisions in the parties' collective bargaining agreement remain in full force and effect.
4. This document represents the parties' complete agreement as to the matters addressed herein, and no other such agreement shall be binding unless in writing and signed by the parties.


THE COUNTY

By: 

Its: Controller/Administrator

Date: February 1, 2022

THE UNION

By: 

Its: POAM

Date: 02/01/2022