

LETTER OF AGREEMENT

IT IS HEREBY AGREED between the County of Eaton ("the County") and the Police Officers Association of Michigan ("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
Martin Luther King Day	Veteran's Day
President's Day	Thanksgiving Day
Easter	Day After Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Juneteenth	

Employees working in the clerical classification shall have the same holiday schedule as employees working in the Courthouse (minimum of thirteen (13) ~~twelve (12)~~ holidays).

2. Notwithstanding any contrary language in the parties' collective bargaining agreement, Article 8 (Hours of Work and Overtime), Section 3 (Pass Days) shall be amended as follows:

Section 3. 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 on Monday-Friday schedule would normally be off work each year. The Sheriff'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 (Monday through Friday) plus thirteen (13) ~~twelve (12)~~ days off for the holidays as recognized in Article 12, Section 1. The workday shall be eight (8) hours including a one-hour unpaid meal period. A paid one-half hour meal period may be granted by the Employer for an employee working on a continuous assignment. A continuous

assignment is defined as a departmental employee who is subject to call out during his meal period and/or is unable to leave his work area because of his assignment.

- (2) Modified 5-2. Five (5) workdays per week (other than Monday through Friday) plus thirteen (13) ~~twelve (12)~~ days off for the holidays as recognized in Article 12, Section 1. The workday shall be eight (8) hours including a one-half hour paid meal period.
- (3) Eight (8) ten (10) hour days and six (6) days off per pay period and no extra time off for holidays. The workday shall be ten (10) hours including a one-half hour paid meal period.
- (4) Six (6) twelve-hour work days, one eight-hour work day and seven days off per pay period with no extra time off for holidays. Whether the workday is twelve hours or eight hours, the meal period shall be one-half hour, which shall be a 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: [Signature]
Its: Controller/Administrator
Date: January 31, 2022

THE UNION

By: [Signature]
Its: Business Unit
Date: 01-21-2022