

LETTER OF AGREEMENT

IT IS HEREBY AGREED between the County of Eaton ("the County") and the Command Officers Association of Michigan ("the Union") as follows:

1. Notwithstanding any contrary language in the parties' collective bargaining agreement, Article 13 (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	

The above holidays shall be observed on their traditional date of celebration by employees covered under this Agreement.

2. Notwithstanding any contrary language in the parties' collective bargaining agreement, Article 13 (Holiday Pay), Section 3 (Five and Two Schedule) shall be amended as follows:

Section 3. Five and Two Schedule. (a) Employees scheduled to work a five and two schedule as defined in Article 8, Section 3, Subsection (a), paragraph 1, will be credited with thirteen (13) holidays on January 1 of each calendar year. These days will be taken off at a mutually agreeable time between the Employer and the employee.

(b) Credited holidays as defined in Section 3 above, may not be carried over into the following calendar year. Any unused credited holidays, not used by December 31, of the calendar year when credited, will be forfeited.

(c) i) If an employee is scheduled to work a holiday as listed in Section 1, that employee may elect to use one of his thirteen credited holidays in lieu of working.

3. 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) holidays recognized in this contract. This is a total of one hundred seventeen (117) days which an employee who works a 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) days off per year. Permissible examples, assuming thirteen (13) holidays (this list is not all inclusive):

- (1) Five (5) workdays per week plus the thirteen (13) credited holidays as recognized in Article 13, Section 1. The workday shall be eight (8) hours (a one-hour unpaid meal period shall be allowed near the middle of the scheduled work shift). A one-half hour paid meal period may be granted by the Employer, for any employee working on a continuous assignment. A one-half hour paid meal period will be provided for an employee working a modified 5 - 2 schedule (other than Monday through Friday).

[No other changes to this Article]

4. Except for those provisions expressly referenced in this Agreement, all other provisions in the parties' collective bargaining agreement remain in full force and effect.
5. 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: 2-1-2022

THE UNION

By: 

Its: BUSINESS AGENT

Date: 1.31-22