



AGREEMENT

By and Between

THE CHARTER TOWNSHIP OF MERIDIAN

and the

NON-SUPERVISORY PROFESSIONAL EMPLOYEES

TECHNICAL, PROFESSIONAL AND OFFICEWORKERS ASSOCIATION OF

MICHIGAN (TPOAM)

Effective Date: January 1, 2023

Termination Date: December 31, 2027

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Meridian Township/TPOAM Non-Supervisory Professional Employees (2023-2027)

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AGREEMENT

This Agreement entered into on this 1st day of January, 2023, between the Charter Township of Meridian, (hereinafter referred to as the "Township" or "Employer"), and the Technical, Professional and Officeworkers Association of Michigan (hereinafter referred to as the "Union"), representing the Non-Supervisory Professional Employees bargaining unit (hereinafter referred to as the "Association").

PURPOSE AND INTENT

The general purpose of this Agreement is to fix basic wages, hours, working conditions and a method of adjusting disputes, and to promote orderly and peaceful labor relations.

It is also the purpose of this Agreement to promote the mutual interests of the Township and its employees and to provide for the operation of the services provided by the Township under methods which will further, to the fullest extent possible, the safety of the employees, economy and efficiency of operation, elimination of waste, realization of maximum quantity and quality of output, protection of property, and avoidance of interruptions to production.

To these ends the parties to this Agreement encourage to the fullest degree friendly and cooperative relations between themselves to secure the advancement and achievement of these purposes.

The parties acknowledge the existence of the Local Financial Stability and Choice Act, PA 436 of 2012, as amended ("the Act"), to the extent it remains in effect during the term of the Agreement. The parties understand that an appointed emergency financial manager may reject, modify, or terminate any terms of the agreement as provided by the Act. Such acknowledgement does not constitute a waiver of the Union's right to raise Constitutional and/or other legal challenges (including contractual or administrative challenges) to the validity of: (1) appointment of an Emergency Manager; (2) PA 436 of 2012, as amended; or (3) any action of an Emergency Manager which acts to reject, modify, or terminate the collective bargaining agreement. This section shall immediately become null and void if the Act is stayed, reversed in a referendum, or ruled unconstitutional or reversed in a final decision by the Michigan Supreme Court, the Michigan Court of Appeals, or federal court.

Article 1. RECOGNITION, EMPLOYEES COVERED

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the Township does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement of all employees of the Township included in the bargaining unit as described below:

Unit I - All non-supervisory professional employees, including: Assistant Planner, Building Inspector, Appraiser I, Appraiser II, Appraiser III, Parks and Recreation Specialist, Park Naturalist, Parks and Land Management Coordinator, Senior Parks and Land Management Coordinator, Code Enforcement Officer, Multi-Media Production and Operations Specialist, Engineering Technician, Human Services Specialist, Senior Building Inspector, Senior Code Enforcement Officer, DPW Records Manager & GIS Specialist, Senior Parks Naturalist, Marketing and Public Relations Specialist, Rental Housing

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Inspector, Environmental Programs Coordinator, Land Stewardship Coordinator, and IT Technician: excluding all supervisory employees, department heads, part-time employees (working less than twenty (20) hours per week), casual and temporary employees.

The Township agrees it will not use part-time, temporary, and casual employees to replace existing bargaining unit employees.

Article 2. MANAGEMENT RIGHTS

The Township, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitation, all power, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States. Further, all rights which ordinarily vest in and are exercised by employers except such as are specifically relinquished herein are reserved to and remain vested in the Township, including but without limiting the generality of the foregoing the right (a) to manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools and equipment to be used, and the discontinuance of any services, materials or methods of operation; (b) to introduce new equipment, methods, machinery or processes, change or eliminate existing equipment and institute technological changes, decide on materials, supplies, equipment and tools to be purchased; (c) to sub-contract or purchase any or all work, processes or services, or the construction of new facilities or the improvement of existing facilities; (d) to determine the number, location, and type of facilities and installations; (e) to determine the size of the work force and increase or decrease its size; (f) to hire, assign, and lay-off employees, to reduce the work week or the work day or effect reduction in hours worked by combining lay-offs and reductions in work week or work day; (g) to permit municipal employees not included in a bargaining unit to assist in performing bargaining unit work when in the opinion of management this is necessary for the conduct of municipal services; (h) to direct the work force, assign work, and determine the number of employees assigned to operations; (i) to establish, change, combine, or discontinue job classifications and prescribe and assign job duties, content and classifications, and to establish wage rates for any new or changed classification; (j) to determine lunch, rest periods and cleanup times, the starting and quitting time and the number of hours to be worked; (k) to establish work schedules; (l) to discipline and discharge employees for cause; (m) to adopt, revise, and enforce reasonable work rules and carry out cost and general improvement programs; (n) to transfer, promote, and demote employees from one classification, department, or shift to another for just cause; (o) to select employees for positions and to determine the qualifications and competency of employees to perform available work; (p) to determine the amount of overtime to be worked; (q) to relieve employees from duty because of lack of work.

The Township agrees that the rights of the Union are specifically listed herein, that all subjects not specifically listed herein are retained by the Township, subject only to expressed restrictions on such rights, if any, as are provided in this Agreement. It is recognized by the parties that Article 2 reserves and grants to the Township specific rights and prerogatives and is not merely a general reservation of rights. The rights granted to the Township are substantive and intended to be fully enforced by the parties. They are not a mere recital.

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Article 3. UNION SECURITY

The Township agrees to deduct from the salary of each individual employee in the bargaining unit who voluntarily becomes a member, subject to the provisions of Public Act 349 of 2012, the Union's dues subject to all of the following sub-sections:

Section 1. Agency Shop

(a) Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time, may according to the provisions of this Article and Public Act 349 continue membership in the Union or pay a service fee to be established by the Union consistent with the law for the duration of this Agreement.

(b) Employees covered by this Agreement and who are not members of the Union at the time it becomes effective may according to the provisions of this Article and Public Act 349 become members of the Union or pay a service fee in an amount to be determined by the Union consistent with the law, commencing thirty (30th) days after the effective date of this Agreement, and such condition shall be required for the duration of this Agreement.

(c) Employees hired, rehired, reinstated, or transferred into the bargaining unit after the effective date of this Agreement and covered by this Agreement may according to the provisions of this Article and Public Act 349 become members of the Union or pay a service fee in an amount to be determined by the Union consistent with the law for the duration of this Agreement, commencing the thirtieth (30) working day following the beginning of their employment in the unit. Newly hired employees in this bargaining unit will be given the option of joining the Union or paying a representation fee by signing a Check-Off Authorization form. This form will be offered to employees within thirty (30) working days of their hire date. In order to facilitate this, the Employer will give notice to the Union of all newly hired employees within ten (10) calendar days of their start of employment.

Section 2. Dues Check-Off

(a) The Employer agrees to deduct from the wages of any employee who is a member of the Union, all Union membership dues and initiation fees uniformly required, if any, as provided in a written authorization in accordance with the standard form as supplied by the Union, provided, that the said form shall be executed by the employee. The written authorization for the Union dues deduction shall remain in full force and effect during the period of this contract, and may be revoked only by written notice given during the period thirty (30) days immediately prior to expiration of this contract. The termination must be given both to the Employer and the Union.

(b) Dues and initiation fees will be authorized, levied and certified in accordance with the Constitution and By-laws of the Local Union. Each employee who is a member of the Union and the Union hereby authorize the Employer to rely upon and to honor certifications by the Secretary/Treasurer of the Local Union regarding the amounts to be deducted and the legality of the adopting action specifying such amounts of Union dues and/or initiation fees.

(c) The Employer agrees to provide this service without charge to the Union.

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Section 3. Representation Fee Check-Off

(a) The Employer agrees to deduct from the wages of any employee who is not a member of the Union, that chooses to pay a representation fee, such the Union representation fee, as provided in a written authorization in accordance with the standard form as supplied by the Union, provided, that the said form shall be executed by the employee. The written authorization for representation fee deduction shall remain in full force and effect during the period of this contract and may be revoked only by written termination notice given during the period thirty (30) days immediately prior to the expiration of this contract. The termination notice must be given both to the Employer and to the Union.

(b) The amount of such representation fee will be determined by the Union in accordance with the law.

(c) The Employer agrees to provide this service without charge to the Union.

Section 4. Check-off/Contributions

(a) The Employer agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

(b) The Union shall indemnify and hold the Employer harmless against any and all claims or liabilities, including court costs and attorney fees that arise out of the employer's compliance with the union security, check-off, or Political Action Committee provisions of this Agreement.

Section 5. Remittance Of Dues And Fees

(a) When Deduction Begin. Check-off deductions under all properly executed authorization for check-off shall become effective at the time the application is signed by the employee and shall be deducted from the first pay period of the month and each month thereafter. Effective September 1, 1997.

(b) Remittance of Dues to Human Resources. Deductions for any calendar month shall be remitted to such address designated to the designated financial officer of TPOAM, with an alphabetical list of names and addresses of all employees from whom deductions have been made, no later than ten (10) days following the date on which deductions were made.

(c) The Employer shall additionally indicate the amount deducted and notify the financial officer of the Council of the names and addresses of employees who, through a change in their employment status, are no longer subject to deductions and further advise said financial officer by submission of an alphabetical list of all new hires since the date of submission of the previous month's remittance of dues.

(d) Employees shall be deemed to be members of the Union within the meaning of these sections if they are not more than thirty (30) days in arrears in payment of membership dues. Employees shall be deemed to have complied with the requirements of these sections if they are not

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more than thirty (30) days in arrears in payment of the service fee.

(e) The Union agrees to defend, indemnify, and save the Employer harmless against any and all claims, suits, or other forms of liability arising out of its deduction from an employee's pay of Union dues, representation fees and/or initiation fee, or termination of employment of an employee as required by this Article, or in reliance upon any list, notice, certification, or authorization furnished under this Article. The Union assumes full responsibility for the disposition of the deductions so made once they have been sent to the Union.

(f) If Public Act 349 of 2012 is found to be invalid, is repealed or superseded in any way in which it becomes legal to bargaining that Union membership or Representation (Agency) Fee payment is allowed to be a condition of employment, Article 4 of the January 1, 2012 – December 31, 2013 Collective Bargaining Agreement shall be reinstated in full and take effect immediately.

Article 4. UNION REPRESENTATION

Section A. There shall be one Union representative, designated by the Union, as Chapter Chairperson and an alternate Chairperson who shall represent the employees covered by this Agreement.

Section B. The Union shall notify the Township in writing of the name of the Chapter Chairperson and alternate Chairperson, who will serve only in the absence of the Chapter Chairperson. The Township shall not be required to recognize or deal with any employee on Union matters other than the Chapter Chairperson or the alternate.

Section C. The Chapter Chairperson or alternate Chairperson, during their working hours, without loss of time or pay, may investigate and present grievances to the Township during working hours, provided the Union representative has received approval from their immediate supervisor, or designated Township representative, prior to leaving their job site, and must report back to the immediate supervisor, or designated Township representative, upon completion of their part in the grievance procedure. The supervisor, or designated Township representative, will normally grant approval and provide sufficient time for the Union's representative to leave their work for these purposes, so long as it is not unduly disruptive to the Township's operation.

Section D. The Union in contract negotiations may be represented by employees in the bargaining unit, not to exceed two (2). Such employees shall be selected in any manner the Union desires. The Union shall designate said employees in writing to the Township. If bargaining by the parties commences during the regular work day, members of the Bargaining Committee (2 employees) shall be paid by the Township for all hours spent in negotiations in the event they are scheduled to work during a bargaining meeting. The employee shall return to work after negotiations have terminated provided there is time left in the normal work schedule. The employee shall report to work prior to negotiations in the event that negotiations are to commence subsequent to the start of the employee's working day.

Article 5. SPECIAL CONFERENCES

Special conferences may be arranged between the Chairperson and the Township or its designated representative, upon the request of either party. Arrangements for such special conferences shall be agreed upon in advance.

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Article 6. GRIEVANCE PROCEDURE

It is the intent of the parties to this Agreement that the grievance procedure set forth herein shall serve as a means for a peaceful settlement of disputes that may arise between them due to an alleged violation of the terms of this Agreement. Grievances must be presented within seven (7) calendar days after the date of their occurrence, or five (5) working days after the grievance has become known, or should reasonably have been known by the employee and shall be signed by the employee and Union representative. Any grievance filed in writing shall refer to the specific provision(s) of this contract, Township provisions which apply to this bargaining unit or work rules promulgated by the Employer and which conflicts with the express terms of this contract alleged to have been violated. The grievance shall set forth the facts pertaining to the alleged violation and the remedy desired. If the Employer or Union requests that the aggrieved employee be present at any step or steps of the grievance procedure to participate in the discussion, they will be required to do so.

Employees may consult with the Steward prior to the filing of a grievance and may have representation at any step in the grievance procedure. At each step of the grievance procedure, the Union representative and the Township's representative who receives the grievance shall exchange signed and dated copies of the grievance.

Step 1.

A grievance shall be reduced to writing, presented and discussed with the immediate supervisor of the employee filing the grievance. The Supervisor, after receipt of the written grievance, shall give their decision in writing to the employee and the Chapter Chairperson within seven (7) calendar days.

Step 2.

If the grievance has not been settled, it shall be presented in writing to the Department Director within seven (7) calendar days after the immediate Supervisor's response is due. The Department Director shall hear the grievance and shall render a decision in writing within seven (7) calendar days.

Step 3.

If the grievance still remains unsettled, it shall be presented, in writing, to the Township Manager or Human Resources Director within seven (7) calendar days after the response of the Department Director is due. The Township Manager or Human Resources Director and Chapter Chairperson shall schedule a meeting within ten (10) calendar days to discuss the Union's appeal. The Township Manager shall render a decision within seven (7) calendar days after the meeting with the Chapter Chairperson.

Step 4.

If, at any of the first three steps of this procedure, the grievance is not continued by the employee and the Union to the proceeding step within the time limits imposed by this Agreement, the grievance will be considered to be resolved according to the Township's last answer. If the Union is not satisfied with the disposition of the grievance by the Township Manager, the grievance may be submitted to an impartial arbitrator within thirty (30) calendar days of receipt of the decision of the Township Manager. The Union must provide written notice of the intent to arbitrate to the Township.

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Upon receipt of notice of intent to arbitrate, the parties shall attempt to agree upon an arbitrator. If the parties are unable to agree upon an arbitrator within ten (10) calendar days of receipt of notice of intent to arbitrate, the Union may file for and request a list of arbitrators from the Federal Mediation and Conciliation Service (FMCS). The Union agrees to pay any fees related to obtaining a list of arbitrators. Upon mutual agreement of the parties, an arbitrator may hear more than one case at a time.

An arbitrator may be removed from the list by the written consent of the parties during the term of this Agreement. Upon such removal, no further cases will be assigned to that arbitrator, but the arbitrator will hear and decide cases already assigned to them. Upon removal of an arbitrator, the parties shall meet within thirty (30) calendar days to attempt to mutually agree upon another arbitrator to replace the arbitrator removed. A newly selected arbitrator shall be placed on the list in the place of the removed arbitrator.

The parties may mutually agree in writing to use the process and procedure of the American Arbitration Association in lieu of the procedure set forth above.

The arbitrator shall have no power to alter, add to, or subtract from the terms of the Agreement, the written personnel policies, or workrules of the Employer. The jurisdiction of the arbitrator shall be limited to the claimed violation, misinterpretation, or misapplication of the terms of the Agreement, provided, however, that in the event of discipline cases, the jurisdiction of the arbitrator shall be limited solely to the power to determine whether the discipline was for just cause. In the event of discharge cases, the jurisdiction of the arbitrator shall be limited to the question of just cause and the propriety of discharge as a remedy. If the arbitrator determines absence of just cause in a discipline case, he may order reinstatement with back pay or payment to the employee of any contract benefits lost as a result of disciplinary action.

The arbitrator's fees and expenses, the filing fee and the cost of any facilities used for the proceeding shall be borne equally by the parties. The fees of counsel, witnesses, or other parties shall be borne by the party incurring the same.

The decision of the arbitrator shall be final and binding upon both parties.

Arbitration:

Section A. There shall be no appeal from any arbitrator's decision unless contrary to law. Each such decision shall be final and binding on the Union, its members, the employee or employees involved, and the Employer unless contrary to law. The arbitrator shall make a judgment based on the express terms of this Agreement, and shall have no authority to add to or subtract from any of the terms of this Agreement. The expenses for the arbitrator shall be shared equally between the Employer and the Union.

Section B. The decision of the Arbitrator in a case shall not require a retroactive wage adjustment in another case except by express agreement of the parties.

Section C. A grievance submitted to the American Arbitration Association may be withdrawn only by mutual consent.

Section D. The parties understand and agree that in making this Agreement they have resolved for its term all bargaining issues which were or which could have been made the subject of discussion.

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The arbitral forum here established is intended to resolve disputes between the parties only over the interpretation or application of the matters which are specifically covered in this Agreement and which are not excluded from arbitration.

Article 7. COMPUTATION OF BACK WAGES

No claim for back wages shall exceed the amount of wages the employee would otherwise have normally earned.

Article 8. SENIORITY

Section A. A regular full-time employee's seniority shall date from their most recent starting date of full-time employment within a classification in the bargaining unit.

Section B. Seniority of part-time employees who become full-time employees in the same classification shall be pro-rated and accumulative.

Section C. Seniority shall be by individual classification. Employees changing classification within the unit shall have their seniority frozen in that classification as of the day they left that classification.

Article 9. PROBATIONARY EMPLOYEES TRIAL PERIODS

Section A. Employees hired into the unit shall serve a probationary period of one (1) year, uninterrupted by a service break of one month or greater during which time they will be termed "probationary employees."

Section B. The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment, except discharged and disciplined employees for other than Union activity. Probationary employees are employees at will.

Section C. When an employee finishes the probationary period, they shall be entered on the seniority list of the unit and shall rank for seniority from the day one (1) year prior to the day they complete the probationary period. There shall be no seniority among probationary employees.

Article 10. NEW OR CHANGED CLASSIFICATIONS

Section A. If the Township exercises its right to establish, consolidate, or reclassify a bargaining unit position, it will notify the Union of such action. The Union shall have the right to bargain for wages, hours, and working conditions.

Section B. If the Township reduces a classification's regularly scheduled hours, to less than forty (40) hours per week, the present employee within that classification shall have the option to take the reduced hours or to take a layoff. Any unit member accepting reduced hours shall remain a part of the unit.

Article 11. JOB POSTING

Section A. All positions in the unit authorized to be filled shall be posted for a minimum of five (5)

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working days. Postings shall be placed in conspicuous places in the work area, specifying job title, qualifications, salary range and location. Postings shall also indicate a closing date for applications. A copy of such postings will be forwarded to the Chapter Chairperson.

Section B. When the Township, in its sole discretion, determines an employee's qualifications and abilities are equal to or greater than those of other applicants, then incumbency and total bargaining unit seniority shall be the determining factor in awarding the position.

Section C. Employees applying for the position shall be advised of their status within 45 days of the close of applications from employees.

Section D. Employees denied the position shall be given notice as to why they were not selected for the position.

Section E. Employees, if selected to fill the vacant position, shall serve a six (6) month trial period. If, in the sole discretion of the Township, the employee is determined unsatisfactory in the new position, they shall be returned to their former position. Employees determined unsatisfactory will be given written reasons for their denial.

Section F. Employees within the first three (3) months of their trial period, if they should find the new position unsatisfactory, shall be allowed to return to the position they formerly held, and not be eligible for promotion for at least one (1) year from the date of return to their former position.

Section G. Employees selected to fill promotional positions in the unit will be moved to a position on the new position wage scale where an increase in salary is reflected.

Article 12. TEMPORARY ASSIGNMENTS

Section A. A temporary assignment may occur when a position classification is temporarily vacant, although permanently filled, because the regular employee is on approved leave of absence.

Section B. The selection of an employee for temporary assignment shall be made within the same Department that the vacancy occurs. Such selection shall be at the discretion of the Department Director, Human Resources Director, or Township Manager.

Section C. Temporary assignment pay may be authorized when an employee is acting in a position of higher rank following the fifth (5th) consecutive calendar day.

Article 13. SENIORITY LISTS

The Township will maintain a seniority list showing date of hire, name and position of all employees entitled to seniority, and supply the Chapter Chairperson with an up-to-date copy. The Union shall notify the Employer of any errors within thirty (30) calendar days of receiving of the list, or the list shall be deemed conclusive and not subject to change.

Article 14. LOSS OF SENIORITY

An employee's seniority and employment may, at the Employer's sole discretion, terminate if:

1. If they quit or retire;
2. If they are discharged or terminated, unless reversed through the grievance procedure.

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3. They are convicted or pleads guilty or nolo contendere to a felony.
4. If they fail to report for work for three (3) consecutive working days unless an excuse acceptable to the Employer is presented.
5. If they fail to return on the required date following an approved leave of absence, vacation or a disciplinary layoff.
6. If they have been on layoff status for a period of two (2) years or the length of their seniority, whichever is less.
7. If they fail to report for work within seven (7) calendar days following notice of recall mailed or delivered to their last known address.
8. If they make an intentionally false statement on their employment application.
9. Exceptions may be made in the Employer's sole discretion.

Article 15. LAYOFF AND RECALL

Section A. Seniority shall be applicable by classification as a factor along with skills, ability, performance, and work record. In layoffs and recalls the following order shall be followed; providing the employees who remain are capable of performing the work available:

1. Temporary employees.
2. Part-time employees.
3. Probationary employees.
4. Remaining employees within the classification affected shall then be laid off as specified in Section A of this Article.
5. An employee laid off from a classification who has earned seniority in another classification in accordance with Section B of this Article may displace a less senior employee in another classification provided all other factors in determining a layoff are equal.

Section B. For purposes of layoff and recall, an employee who is transferred or has accepted a position with the Township in another classification will maintain their seniority in the original or previous bargaining unit classification. That seniority will be frozen at the level of seniority at which the employee left the classification.

Section C. The order of recalling of laid off employees from within a classification shall be in the inverse order in which the employees are laid off from that classification and shall be subject to the same conditions as layoff.

Section D. Notice of Recall shall be sent to the employee at the last known address on file in the employee's personnel file by certified or registered mail and electronic mail. If an employee fails to report for work within seven (7) calendar days from the date of mailing of Notice of Recall, they shall be considered a voluntary quit. Exceptions may be made in the Employer's sole discretion.

Section E. In the event a recall is necessary on less than three (3) days' notice, the Township may call upon the laid off employee(s) in inverse order of this layoff, either personally or by telephone, until an employee who is able to return to work immediately is located. In such cases, the employee

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who is able to return to work immediately will be given a temporary assignment to cover the period until the more senior employee, as determined by this Article, is able to return to work.

Article 16. DISCHARGE AND SUSPENSION

Section A. Notice of Discharge or Suspension. The Employer agrees, promptly upon the discharge or suspension of an employee, to notify, in writing, the employee and their Steward of the discharge or suspension. Said written notice to non-probationary employees shall contain the specific reasons for the discharge or suspension. A delay in giving notice shall not affect the validity of the Employer's actions if grieved. The Employer may, in its reasonable discretion, place an employee on paid administrative leave during an investigation.

Section B. The discharged or suspended employee will be allowed to discuss the discharge or suspension with their steward before they are required to leave the property of the Employer, unless the nature of the discharge or suspension warrants immediate removal from the workplace. Upon request, the Employer or their designated representative will discuss the discharge or suspension with the employee and the steward.

Section C. Appeal of Discharge or Suspension. Should the discharged or suspended employee and/or the Steward consider the discharge or suspension to be improper, it shall be submitted to the 2nd step of the grievance procedure.

Section D. Use of Past Record. Discipline which is over three (3) years old shall not be used in imposing subsequent discipline. However, such discipline may be referenced in a grievance proceeding if an employee asserts that they were not aware of a rule or requirement of the Employer or if the employee had previously been disciplined for violation of the same or similar work rule or performance expectation.

Article 17. LEAVES OF ABSENCE

Section A. A leave of absence is a written authorized absence from work for not more than six (6) calendar months at a time and without pay. A leave shall be granted, denied, or extended at the exclusive discretion of the Township upon written request for such leave from an employee who shall state the reason for such leave upon their application. Only an employee who has worked continuously for the Township for one (1) year or more shall be granted a leave of absence.

1. Leaves requested due to illness must be accompanied by a medical doctor's certificate that the employee is unable to work and the reason therefore. Upon receipt of a valid doctor's certificate, the Township will grant such leave of absence requests.
2. Leaves requested due to a serious illness in the employee's immediate family will follow the procedure outlined in (1) above.
3. In no event shall the duration of an initial leave exceed six (6) calendar months. Extensions may be granted for just cause.
4. All leave requests shall state the exact date on which the leave begins and the exact date on which the employee is to return to work. An employee may be required to provide, upon request, periodic reports during the leave regarding the employee's status and intent to

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return to work

5. If an employee obtains a leave of absence for a reason other than stated at the time the request is made, the employee may be disciplined up to and including termination without recourse.
6. Employees shall not accept employment elsewhere while on a leave of absence unless agreed to by the Township. Acceptance of unapproved employment with another employer while on a leave of absence shall result in immediate termination of employment with the Township without recourse to this Agreement.
7. Failure to return to work on the scheduled return date may be cause for termination except when the failure to return is due to circumstances beyond the control of the employee.
8. No employee shall return to work prior to the expiration of their leave unless otherwise agreed to by the Township.

Section B. General Conditions.

1. During a leave of absence of more than thirty (30) days, an employee will not accrue vacation, sick leave, personal leave days, nor will they earn time to be credited for salary purposes.
2. Seniority shall accumulate during an approved leave of absence and extensions thereof.
3. Any employee on a leave of absence, by written request, may continue health, dental, vision, and Life Insurance coverage provided by the Township. The employee will be responsible for reimbursing the Township for the total cost of maintaining their insurance. The continuation of insurance coverage during a leave of absence will be limited to the guidelines of the specific insurance carrier.

Section C. Upon return of an employee from a leave of absence, they shall be reemployed in their previous position.

Section D. Any employee on a leave of absence for any reason, including but not limited to illness, who does not return to work within twenty-four (24) calendar months of leaving, or a period equal to the length of their employment with the Township, whichever is shorter, shall cease to be an employee, and their seniority shall automatically be terminated.

Section E. Any employee on a leave of absence for any reason, including but not limited to illness, may be required to take and pass a physical before they may return to work. Such physical, if requested, will be at Township expense.

Section F. The parties agree that FMLA leave entitlement will be governed by the FMLA, as amended, and the Township's personnel policies.

Article 18. HEALTH INSURANCE

Section A. The Employer shall provide each employee and eligible dependents with health insurance coverage selected through the Healthcare Coalition. The Union agrees to participate in a Healthcare Coalition involving an authorized representative from this bargaining unit and other Township employee groups to discuss and evaluate insurance options. The unit is subject to Public Act 152 of 2011.

Meridian Township/TPOAM Non-Supervisory Professional Employees (2023-2027)

Section B. Subject to the selection of coverages by the Healthcare Coalition, the terms of any such coverage and the provisions of PA 152, any annual Health Savings Account (HSA) contribution by the Employer shall be deposited into each employee's Health Savings Account (HSA) in one installment that will cover January through December.

Section C. The Township reserves the right to substitute another plan and/or carrier of this coverage; the fundamental provisions of the present coverage will not be changed.

Section D. An employee who has dual medical insurance coverage may, at their option, elect to refuse medical insurance coverage provided by the Township. Such election shall be in writing. The Township shall pay any employee entitled to and refusing medical insurance coverage an amount equal to the current single monthly premium rate for each month not to exceed \$375 per month in which medical insurance coverage is not provided.

Section E. Employer agrees to provide dental insurance to each employee and eligible dependents, subject to the applicable eligibility requirements of the policy.

Section F. Employer agrees to provide vision insurance to each employee and eligible dependents, subject to the applicable eligibility requirements of the policy.

Section G. Employees whose spouse is also employed by the Township may only be covered under one contract and are not eligible to receive a health insurance opt out payment.

Article 19. RETIREES HEALTH CARE PROGRAM

The Employer will make available health and hospitalization insurance coverage to retirees, and their spouse, who receive a pension from the Township as follows:

1. Health plan will be the medical insurance plan offered to current employees in the unit; not including any contribution the Township may make to any type of account to fund deductibles or other out-of-pocket expenses. If additional retiree plans are available they may be provided as an option, at the Township's discretion.
2. The employer may elect to change insurance carriers or plans. However, there shall be no loss of benefits as a result of the change.
3. If the retiree accepts other employment and health insurance is available and is provided by that employer, then the Township shall not be obligated to provide the retiree with health insurance coverage.
4. The retiree must apply for Medicare as soon as they are eligible. Upon receiving Medicare coverage, then the Township shall reduce the present health insurance coverage to provide the Medicare Supplement.
5. Should the retiree be covered with health insurance through their working spouse, then the Township shall not be obligated to provide the retiree health insurance while the retiree is eligible for dependent status coverage. Health insurance regulations shall govern.
6. Should the spouse survive the retiree, then the spouse shall continue to receive and be eligible for the above described retiree health and hospitalization coverage.
7. The entire premium for this coverage shall be paid by the retiree and/or their spouse.

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Article 20. LIFE INSURANCE

The Township shall provide each employee with term group life insurance coverage. Employees shall be insured in an amount equal to the employee's salary to the next multiple of \$1,000 but not less than \$10,000. The entire cost of this insurance shall be borne by the Township. The coverage provided shall be subject to the terms of the policy, which shall control in all respects, including but not limited to reduction of benefits due to age and expiration of benefit upon retirement.

Article 21. ACCIDENTAL DEATH AND DISMEMBERMENT

The Township shall provide each employee with insurance coverage against accidental death or dismemberment, wherever or however it occurs, which shall be in addition to benefits provided by Workers' Compensation and other insurance programs listed herein. The coverage afforded shall be in an amount equal to the employee's salary to the next multiple of \$1,000 but not less than \$10,000. The coverage provided shall be subject to the terms of the policy, which shall control in all respects.

Article 22. LONG-TERM DISABILITY

Employees will be eligible for long-term disability coverage pursuant to the Township's policy, subject to the terms of that coverage.

Article 23. WORKERS' COMPENSATION

An employee who receives Workers' Compensation Insurance, as provided by the Township may receive at the employee's option only that portion of their regular salary which will, together with such compensation equal their regular take home salary. In cases of this nature, an amount equal to the difference paid by the Township between an employee's workers' compensation and their regular take home salary shall be deducted from the employee's accumulated sick leave. Under no circumstances will the combination of workers' compensation and Township payment as spelled out above exceed the employee's regular take home salary. When the amount of the employee's accumulated sick leave has been depleted, the Township will no longer pay the difference between the employee's salary and workers' compensation. The employee is responsible to use sick leave until workers' compensation payment begins. If workers' compensation payment extends beyond 14 days, the employee's sick leave used (if any) will be reinstated into their sick leave bank. An employee will continue to accrue and receive benefits for the first thirty (30) days while on workers' compensation. When this period has elapsed, they shall be deemed to be on inactive status and will not be eligible to accrue or receive benefits other than those stipulated in this section.

Simultaneous payment with workers' compensation shall not be paid for injuries received because of negligence on the part of the employee injured. In case of failure of an employee to report within 24 hours any injury sustained by them, it shall be presumed such injury resulted from their own negligence. All cases where negligence on the part of the employee is determined or presumed by the department head or Township Manager/Human Resources Director, may be appealed to the third step of the grievance procedure.

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Article 24. SICK LEAVE

Section A. Sick leave is defined as absence from duty because of illness, injury, or quarantine resulting from exposure to contagious disease, provided said injury or illness is not covered entirely by the Michigan Worker's Compensation Act. Employees may use sick leave in accordance with the eligibility criteria of Section 4 (1) (a-d) of the Michigan Paid Medical Leave Act (Public Act 338 of 2018, as amended). Sick leave shall be available to be used by the employee for the employee's illness or the illness of their spouse, children, mother, father, brother, sister, grandparents, or those who functioned as "parents" for the employee during their pre-adult years. Sick leave may also be used if the employee's presence is needed at home to care for any of the above family members or in-laws, or grandchildren.

Section B. To be eligible for sick leave, the employee must properly notify the immediate supervisor or Department Director that they will not report for work at the beginning of their shift. All notice should be given as soon as possible to allow the departments involved enough time to make the necessary adjustments.

Section C. The Township may require such substantiation of sick leave as they deem necessary, including a certificate of a physician duly licensed to practice medicine in the State of Michigan, or in a case involving prolonged or repeated absence, an examination by a physician duly appointed by the Township to perform such examination. If such examination is required, the Township will pay the cost.

Section D. Sick leave shall not be allowed during the period of vacation, or immediately before or after a vacation or Holiday, unless substantiated by a doctor's certificate. Such certificate shall be produced before the employee is allowed to return to work.

Section E. Sick leave benefits will be earned at a rate of eight (8) hours per each calendar month worked. Sick leave can be accumulated up to a total of eight hundred eighty (880) hours. Each new employee shall be credited with an advance of eighty (80) hours for sick leave purposes when accepting a position with the Township on a full-time permanent basis. After they have actually earned eighty (80) hours, they will then continue to accumulate at the specified rate.

Section F. Upon resignation with proper notice under Article 33, one-fourth (1/4) of the employee's accumulated sick leave will be contributed to their MissionSquare VantageCare account. If a retiring employee satisfies the retirement notice requirements of Article 33, one-half (1/2) of their accumulated sick leave provided will be contributed to the employee's MissionSquare Vantage Care Retirement Health Savings (RHS) account. The employee must give proper notice of resignation or retirement under Article 33 to receive normal separation benefits and must not abuse sick leave during the final two (2) weeks of their employment. Employees who are discharged are not eligible for the benefits under this section.

Article 25. PERSONAL LEAVE DAYS

Section A. Each employee shall be granted a total of twenty-four (24) hours of personal leave days each year with full pay. New hires shall receive pro-rated personal leave at a rate of 2 hours per month on the first of the month following the date of hire. Personal leave shall not be converted to sick leave or vacation. Personal leave may not be used in conjunction with regularly established

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vacation periods. Unused personal leave shall be forfeited at the end of the calendar year and will not be prorated as a payout on separation of employment.

Section B. Personal leave days shall be available to be used at the employee's discretion, subject to the notice requirements in Section C, below.

Section C. Personal leave days shall be approved in advance by the Department Director or their designee. Except for emergencies, personal leave days shall be scheduled at least 48 hours in advance. Emergency personal leave days must also receive approval of the Department Director.

Article 26. BEREAVEMENT LEAVE

Section A. In the event of a death in the employee's immediate family, an employee may take funeral leave of up to three (3) days to attend the funeral and make other necessary arrangements from the date of death until the day after the funeral. Proof of death is required within two (2) weeks to receive paid leave. Leave in excess of three (3) days requires the approval of the Department Director and will be unpaid, unless the employee uses available personal or vacation leave. Immediate family is interpreted as including: spouse, child, father, father-in-law, mother, mother-in-law, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, stepfather, stepmother, stepbrother, stepsister, stepson, stepdaughter, grandparent, grandchild, or spouse's grandparent. Any extenuating circumstances for leave other than defined in this Article must be approved by the Department Director.

Section B. One (1) day of bereavement leave, for the day of the funeral only, is allowed in the case of death of an aunt, uncle, nephew, or niece.

Article 27. HOLIDAY PROVISIONS

Section A. The following are designated as paid holidays, to be paid at a rate of eight (8) hours straight time:

- | | |
|-------------------------|------------------------|
| New Year's Day | Veteran's Day |
| President's Day | Thanksgiving Day |
| Martin Luther King, Jr. | Day after Thanksgiving |
| Memorial Day | Christmas Eve |
| Juneteenth | Christmas Day |
| Fourth of July | New Year's Eve |
| Labor Day | |

Employees shall receive four (4) hours of holiday pay for Good Friday.

Section B. To qualify for Holiday pay, the employee must report for work on their regularly scheduled work days immediately preceding and immediately after their scheduled holiday, unless they are on vacation or is otherwise excused by their supervisor, with this exception: that Holiday pay will not apply to the employee who is on an extended leave of absence of one (1) week or more in which the Holiday falls.

Section C. Employees whose last day of employment precedes a Holiday in the payroll period will not receive pay for Holidays occurring after the last day worked.

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Section D. If a holiday falls on Saturday, employees shall receive the Friday before off. If a holiday falls on Sunday, employees shall receive the Monday following off.

Article 28. VACATION LEAVE

Section A. Each full-time employee shall be allowed to accumulate vacation up to a maximum of 200 hours. Vacation accumulated beyond this 200 hour maximum will be forfeited if not used within thirty (30) days of the date of exceeding two hundred (200) hours. Vacation shall be earned according to the following schedule of continuous and completed years of service.

1 through 4 years	=	12 days
5 through 9 years	=	15 days
10 years plus	=	21 days

Section B. Employees cannot use vacation time until they have completed six (6) months of continuous employment.

Section C. All vacation requests shall be submitted to the Department Director at least two (2) weeks in advance. Vacation leave will be subject to the approval of the Department Director. To the extent possible, individual preferences for vacation will be honored. All other factors being equal, seniority shall be the determining factor for vacation leave preference. Adjustments may be made with two (2) weeks prior notice to the Department Director. In addition, if a senior employee wishes to ask for or change a previous vacation, they will not be allowed to bump a less senior employee who has made an earlier request.

Section D. In the event of death, retirement, voluntary quitting, or discharge, the Township will reimburse each person for their earned but unused vacation leave days.

Article 29. JURY DUTY

Full-time non-probationary employees who are called to serve on jury duty during scheduled working hours will be compensated for the difference between the rate of pay for the jury duty and the employee's regular rate for the hours scheduled to work. To be eligible for the above, the employee shall:

1. Submit evidence of attendance at jury duty.
2. Give the Employer adequate advance written notice of the day and time they are to report for jury duty.
3. Return to regularly scheduled employment with the Employer when temporarily excused from attendance at court, provided that there is at least two (2) hours remaining of scheduled work.
4. Probationary employees shall be entitled to non-pay days off for jury duty or the use of personal or vacation days.

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Article 30. PENSION PLAN

Section A. MissionSquare 401a Pension Plan (formerly ICMA-RC). Employees shall be enrolled in the MissionSquare 401a Pension Plan with the following conditions:

1. Immediate 100% vesting of Township Contribution
2. The Township shall contribute 10% and the employee shall contribute 3.5% of base salary into the MissionSquare 401a Pension Plan.
3. Employee contributions shall be pre-tax contributions.

Specific terms of the pension program are contained in the MissionSquare plan document.

Section B. Retiree Health Savings Plan

Effective February 1, 2005, the Township shall implement the MissionSquare VantageCare health savings program. Township will contribute 2% of base pay to be matched by employee's 1% pre-tax contribution. Immediate 100% vesting of Township contribution. Employee Benefit eligibility is established upon separation as defined in the plan document. Death benefit allowed for surviving spouse and eligible dependents to use for medical benefits. Unused sick leave must be contributed, as an additional employee match, upon separation or retirement.

Section C. MissionSquare 457 Plan

An annual contribution in the amount of two hundred and fifty dollars (\$250) will be made to each employee's MissionSquare 457 account.

Article 31. WORK HOURS, PAID WORK BREAKS & COMPENSATORY TIME

Section A. For employees in classifications covered by this Agreement, there shall be two (2) fifteen (15) minute paid rest breaks per day to be scheduled by the Township, to be preceded and followed by an extended work period.

Section B. For employees in classifications covered by this Agreement, there shall be a one (1) hour lunch period without pay to be scheduled by the Township as close to the middle of the work day as possible.

Section C. The normal work-day shall be from 8 a.m. to 5 p.m., Monday through Friday, unless adjusted by the Department Director or Township Manager/Human Resources Director. If the Township Manager/Human Resources Director or Department Director alters the work schedule, there shall be a minimum of five (5) working days' notice. The Township may request employees to alter their schedule with less than the required five (5) working days' notice, however, compliance is optional until the five (5) working days' notice is completed. Such changes in working hours shall not be made indiscriminately, nor in an arbitrary or capricious manner. Employees may flex their work schedule to meet operational needs with Department Director approval.

Section D. Compensatory time and/or overtime will be earned by an employee who is required to work in excess of forty (40) hours in one (1) week as defined in Section C. Such compensatory time or overtime must be approved in advance of accumulation or payment. The employee shall have the option to take excess hours as either compensatory time or overtime. The use of compensatory time shall be approved by the Department Director.

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Section E. Compensatory time and/or overtime will be earned at a rate of one and one-half (1 1/2) hours of compensation for each one (1) hour worked. When an employee is required to work on a Holiday listed in this Agreement, they will receive one and one-half hours for each hour worked on that Holiday.

Section F. The Township will provide the appropriate forms for use and accumulation of compensatory time. Employees may not accumulate more than forty (40) hours of compensatory time at any point in time.

Article 32. NO STRIKE OR INTERRUPTION OF WORK

The Union agrees that neither the Union, its agents, nor its members will authorize, instigate, aid, condone, or engage in a work stoppage, slowdown, strike, or other concerted activity which interferes with the operation of the Employer. Individual employees or groups of employees who instigate, aid, or engage in a work stoppage, slowdown or strike may be disciplined up to and including discharge at the sole discretion of the Employer. The Union may grieve on whether or not an actual violation of this section has occurred.

Article 33. NOTICE OF RESIGNATION AND RETIREMENT

Employees must provide at least two (2) weeks' advance written notice of resignation or at least thirty (30) days' advance written notice of retirement to be eligible for separation benefits.

Article 34. SAVE HARMLESS CLAUSE

Should any provision or section or portion thereof, of this contract be held by a court of competent jurisdiction to be invalid, illegal, or unconstitutional, such holding shall not be construed as affecting the validity of this contract as a whole or of any remaining portion. Upon the issuance of such a decision, the parties agree, immediately, to negotiate a substitute for the invalidated article, section, or portion thereof. The Union shall indemnify and save the Township harmless against and from any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of action taken by the Township for the purposes of complying with this Agreement or any particular article, section, or portion thereof.

Article 35. SUCCESSOR MUNICIPALITY

If the Township succeeds to another form of municipal government, or chooses to merge with one or more municipal governments for the providing of service, or contracts with another municipality to provide service, the transformation, merger, consolidation, or transfer which is made shall provide that the successor government or authority shall assume all of the terms and conditions of this Agreement. Nothing herein contained, however, shall be construed to prevent the successor to the Township from reducing the work force, laying off employees, or changing job descriptions and duties of employees if economic and efficiency circumstances so dictate, as long as those actions are not inconsistent with the terms of this Agreement.

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Article 36. LONGEVITY

Section A. The Township shall pay longevity according to the following schedule of continuous and completed years of service:

5 through 9 years	\$320
10 through 13 years	\$640
14 through 17 years	\$960
Over 18 years	\$1,280

Section B. Longevity payments must be earned as of the employee's anniversary date of any calendar year, and shall be paid in a lump sum at the first regular pay period following the employee's anniversary date. For the purposes of computation, years of service shall be measured from the first date of permanent employment with the Township.

Article 37. TOTAL AGREEMENT

The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and they therefore further agree that negotiations will not be reopened on any item, whether contained in this Agreement or not, during the life of this Agreement except as specifically provided for in this Agreement or unless mutually agreed otherwise.

Article 38. COMPUTATION OF BENEFITS

All hours paid to an employee shall be considered as hours worked for the purpose of computing any of the benefits under this Agreement, with the exception of the pension plan.

Article 39. TERMINATION

This Agreement shall be effective as of the first day of January of 2023, and shall remain in full force and effect until December 31, 2027. This Agreement shall be automatically renewed from year-to-year upon its expiration unless either party shall notify the other in writing at least sixty (60) days prior to the expiration of this Agreement, or any extension thereof, that they desire to enter into negotiations for a successor agreement.

Article 40. FLEXIBLE SPENDING ACCOUNT

Employees may enroll in a voluntary Flexible Spending Account (FSA) provided by the Township. Employees with an HSA are not eligible for reimbursement through an FSA for the same medical expenses reimbursed by an HSA.

Article 41. EMPLOYEE DISCOUNT ON RECREATION AND ENRICHMENT PROGRAMS

The Township shall provide a 50% discount on Meridian Parks and Recreation programs and pavilion rentals in Township-owned parks. These discounts only apply to individual enrollment (not team fees) for employees and family members who reside in the same household with the employee.

Meridian Township/TPOAM Non-Supervisory Professional Employees (2023-2027)

Article 42. SALARIES

Section A. Advancement on the following salary schedule is on the basis of seniority in one (1) year increments. Effective January 1, 2023, unit members who are already to the top of the current wage scale on or before December 31, 2022, will be moved to the new step 7. All others will progress through the wage scale under the ordinary process.

Section B.

Effective January 1, 2023 - 3% Add New 5% Step 7							<u>New Step</u>
Position:	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
DPW Records Mgr/GIS Specialist	\$31.57	\$32.49	\$33.49	\$34.42	\$35.42	\$36.34	\$38.16
Appraiser III	\$29.30	\$30.17	\$30.98	\$31.84	\$32.65	\$33.49	\$35.16
Sr. Building Inspector	\$29.30	\$30.17	\$30.98	\$31.84	\$32.65	\$33.49	\$35.16
Building Inspector	\$27.45	\$28.25	\$29.12	\$29.93	\$30.80	\$31.60	\$33.18
Appraiser II	\$27.45	\$28.25	\$29.12	\$29.93	\$30.80	\$31.60	\$33.18
Sr. Code Enforcement Officer	\$27.45	\$28.25	\$29.12	\$29.93	\$30.80	\$31.60	\$33.18
Sr. Parks & Land Mgt. Coordinator	\$27.45	\$28.25	\$29.12	\$29.93	\$30.80	\$31.60	\$33.18
Rental Housing Inspector	\$27.45	\$28.25	\$29.12	\$29.93	\$30.80	\$31.60	\$33.18
Assistant Planner	\$25.29	\$26.10	\$26.97	\$27.78	\$28.64	\$29.45	\$30.92
Parks & Rec. Specialist	\$25.29	\$26.10	\$26.97	\$27.78	\$28.64	\$29.45	\$30.92
Sr. Parks Naturalist	\$25.29	\$26.10	\$26.97	\$27.78	\$28.64	\$29.45	\$30.92
IT Technician	\$24.74	\$25.50	\$26.25	\$27.02	\$27.78	\$28.50	\$29.93
Code Enforcement Officer	\$23.13	\$23.97	\$24.81	\$25.64	\$26.47	\$27.34	\$28.71
Human Services Specialist	\$23.13	\$23.97	\$24.81	\$25.64	\$26.47	\$27.34	\$28.71
Appraiser I	\$23.13	\$23.97	\$24.81	\$25.64	\$26.47	\$27.34	\$28.71
Parks & Land Mgt Coordinator	\$23.13	\$23.97	\$24.81	\$25.64	\$26.47	\$27.34	\$28.71
Marketing & PR Specialist	\$23.13	\$23.97	\$24.81	\$25.64	\$26.47	\$27.34	\$28.71
Multimedia & Ops Specialist	\$23.13	\$23.97	\$24.81	\$25.64	\$26.47	\$27.34	\$28.71
Engineering Technician	\$20.86	\$21.76	\$22.53	\$23.36	\$24.19	\$25.02	\$26.27
Environmental Prog Coordinator	\$20.86	\$21.76	\$22.53	\$23.36	\$24.19	\$25.02	\$26.27
Land Stewardship Coordinator	\$20.86	\$21.76	\$22.53	\$23.36	\$24.19	\$25.02	\$26.27
Park Naturalist	\$20.86	\$21.76	\$22.53	\$23.36	\$24.19	\$25.02	\$26.27

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Effective January 1, 2024 - 3%							
Position:	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
DPW Records Mgr/GIS Specialist	\$32.52	\$33.46	\$34.49	\$35.45	\$36.48	\$37.43	\$39.30
Appraiser III	\$30.18	\$31.08	\$31.91	\$32.80	\$33.63	\$34.49	\$36.21
Sr. Building Inspector	\$30.18	\$31.08	\$31.91	\$32.80	\$33.63	\$34.49	\$36.21
Building Inspector	\$28.27	\$29.10	\$29.99	\$30.83	\$31.72	\$32.55	\$34.18
Appraiser II	\$28.27	\$29.10	\$29.99	\$30.83	\$31.72	\$32.55	\$34.18
Sr. Code Enforcement Officer	\$28.27	\$29.10	\$29.99	\$30.83	\$31.72	\$32.55	\$34.18
Sr. Parks & Land Mgt. Coordinator	\$28.27	\$29.10	\$29.99	\$30.83	\$31.72	\$32.55	\$34.18
Rental Housing Inspector	\$28.27	\$29.10	\$29.99	\$30.83	\$31.72	\$32.55	\$34.18
Assistant Planner	\$26.05	\$26.88	\$27.78	\$28.61	\$29.50	\$30.33	\$31.85
Parks & Rec. Specialist	\$26.05	\$26.88	\$27.78	\$28.61	\$29.50	\$30.33	\$31.85
Sr. Parks Naturalist	\$26.05	\$26.88	\$27.78	\$28.61	\$29.50	\$30.33	\$31.85
IT Technician	\$25.48	\$26.27	\$27.04	\$27.83	\$28.61	\$29.36	\$30.83
Code Enforcement Officer	\$23.82	\$24.69	\$25.55	\$26.41	\$27.26	\$28.16	\$29.57
Human Services Specialist	\$23.82	\$24.69	\$25.55	\$26.41	\$27.26	\$28.16	\$29.57
Appraiser I	\$23.82	\$24.69	\$25.55	\$26.41	\$27.26	\$28.16	\$29.57
Parks & Land Mgt Coordinator	\$23.82	\$24.69	\$25.55	\$26.41	\$27.26	\$28.16	\$29.57
Marketing & PR Specialist	\$23.82	\$24.69	\$25.55	\$26.41	\$27.26	\$28.16	\$29.57
Multimedia & Ops Specialist	\$23.82	\$24.69	\$25.55	\$26.41	\$27.26	\$28.16	\$29.57
Engineering Technician	\$21.49	\$22.41	\$23.21	\$24.06	\$24.92	\$25.77	\$27.06
Environmental Prog Coordinator	\$21.49	\$22.41	\$23.21	\$24.06	\$24.92	\$25.77	\$27.06
Land Stewardship Coordinator	\$21.49	\$22.41	\$23.21	\$24.06	\$24.92	\$25.77	\$27.06
Park Naturalist	\$21.49	\$22.41	\$23.21	\$24.06	\$24.92	\$25.77	\$27.06
Effective January 1, 2025 - 3%							
Position:	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
DPW Records Mgr/GIS Specialist	\$33.50	\$34.46	\$35.52	36.51	\$37.57	\$38.55	\$40.48
Appraiser III	\$31.09	\$32.01	\$32.87	\$33.78	\$34.64	\$35.52	\$37.30
Sr. Building Inspector	\$31.09	\$32.01	\$32.87	\$33.78	\$34.64	\$35.52	\$37.30
Building Inspector	\$29.12	\$29.97	\$30.89	\$31.75	\$32.67	\$33.53	\$35.21
Appraiser II	\$29.12	\$29.97	\$30.89	\$31.75	\$32.67	\$33.53	\$35.21

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Sr. Code Enforcement Officer	\$29.12	\$29.97	\$30.89	\$31.75	\$32.67	\$33.53	\$35.21
Sr. Parks & Land Mgt. Coordinator	\$29.12	\$29.97	\$30.89	\$31.75	\$32.67	\$33.53	\$35.21
Rental Housing Inspector	\$29.12	\$29.97	\$30.89	\$31.75	\$32.67	\$33.53	\$35.21
Assistant Planner	\$26.83	\$27.69	\$28.61	\$29.47	\$30.39	\$31.24	\$32.81
Parks & Rec. Specialist	\$26.83	\$27.69	\$28.61	\$29.47	\$30.39	\$31.24	\$32.81
Sr. Parks Naturalist	\$26.83	\$27.69	\$28.61	\$29.47	\$30.39	\$31.24	\$32.81
IT Technician	\$26.24	\$27.06	\$27.85	\$28.66	\$29.47	\$30.24	\$31.75
Code Enforcement Officer	\$24.53	\$25.43	\$26.32	\$27.20	\$28.08	\$29.00	\$30.46
Human Services Specialist	\$24.53	\$25.43	\$26.32	\$27.20	\$28.08	\$29.00	\$30.46
Appraiser I	\$24.53	\$25.43	\$26.32	\$27.20	\$28.08	\$29.00	\$30.46
Parks & Land Mgt Coordinator	\$24.53	\$25.43	\$26.32	\$27.20	\$28.08	\$29.00	\$30.46
Marketing & PR Specialist	\$24.53	\$25.43	\$26.32	\$27.20	\$28.08	\$29.00	\$30.46
Multimedia & Ops Specialist	\$24.53	\$25.43	\$26.32	\$27.20	\$28.08	\$29.00	\$30.46
Engineering Technician	\$22.13	\$23.08	\$23.91	\$24.78	\$25.67	\$26.54	\$27.87
Environmental Prog Coordinator	\$22.13	\$23.08	\$23.91	\$24.78	\$25.67	\$26.54	\$27.87
Land Stewardship Coordinator	\$22.13	\$23.08	\$23.91	\$24.78	\$25.67	\$26.54	\$27.87
Park Naturalist	\$22.13	\$23.08	\$23.91	\$24.78	\$25.67	\$26.54	\$27.87
Effective January 1, 2026 - 3%							
Position:	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
DPW Records Mgr/GIS Specialist	\$34.51	\$35.49	\$36.59	\$37.61	\$38.70	\$39.71	\$41.69
Appraiser III	\$32.02	\$32.97	\$33.86	\$34.79	\$35.68	\$36.59	\$38.42
Sr. Building Inspector	\$32.02	\$32.97	\$33.86	\$34.79	\$35.68	\$36.59	\$38.42
Building Inspector	\$29.99	\$30.87	\$31.82	\$32.70	\$33.65	\$34.54	\$36.27
Appraiser II	\$29.99	\$30.87	\$31.82	\$32.70	\$33.65	\$34.54	\$36.27
Sr. Code Enforcement Officer	\$29.99	\$30.87	\$31.82	\$32.70	\$33.65	\$34.54	\$36.27
Sr. Parks & Land Mgt. Coordinator	\$29.99	\$30.87	\$31.82	\$32.70	\$33.65	\$34.54	\$36.27
Rental Housing Inspector	\$29.99	\$30.87	\$31.82	\$32.70	\$33.65	\$34.54	\$36.27
Assistant Planner	\$27.63	\$28.52	\$29.47	\$30.35	\$31.30	\$32.18	\$33.79
Parks & Rec. Specialist	\$27.63	\$28.52	\$29.47	\$30.35	\$31.30	\$32.18	\$33.79
Sr. Parks Naturalist	\$27.63	\$28.52	\$29.47	\$30.35	\$31.30	\$32.18	\$33.79
IT Technician	\$27.03	\$27.87	\$28.69	\$29.52	\$30.35	\$31.15	\$32.70
Code Enforcement Officer	\$25.27	\$26.19	\$27.11	\$28.02	\$28.92	\$29.87	\$31.37

Meridian Township/TPOAM Non-Supervisory Professional Employees (2023-2027)

Human Services Specialist	\$25.27	\$26.19	\$27.11	\$28.02	\$28.92	\$29.87	\$31.37
Appraiser I	\$25.27	\$26.19	\$27.11	\$28.02	\$28.92	\$29.87	\$31.37
Parks & Land Mgt Coordinator	\$25.27	\$26.19	\$27.11	\$28.02	\$28.92	\$29.87	\$31.37
Marketing & PR Specialist	\$25.27	\$26.19	\$27.11	\$28.02	\$28.92	\$29.87	\$31.37
Multimedia & Ops Specialist	\$25.27	\$26.19	\$27.11	\$28.02	\$28.92	\$29.87	\$31.37
Engineering Technician	\$22.79	\$23.77	\$24.63	\$25.52	\$26.44	\$27.34	\$28.71
Environmental Prog Coordinator	\$22.79	\$23.77	\$24.63	\$25.52	\$26.44	\$27.34	\$28.71
Land Stewardship Coordinator	\$22.79	\$23.77	\$24.63	\$25.52	\$26.44	\$27.34	\$28.71
Park Naturalist	\$22.79	\$23.77	\$24.63	\$25.52	\$26.44	\$27.34	\$28.71
Effective January 1, 2027 – 3%							
Position:	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
DPW Records Mgr/GIS Specialist	\$35.55	\$36.55	\$37.69	\$38.74	\$39.86	\$40.90	\$42.94
Appraiser III	\$32.98	\$33.96	\$34.87	\$35.83	\$36.75	\$37.69	\$39.57
Sr. Building Inspector	\$32.98	\$33.96	\$34.88	\$35.83	\$36.75	\$37.69	\$39.57
Building Inspector	\$30.89	\$31.80	\$32.77	\$33.68	\$34.66	\$35.58	\$37.36
Appraiser II	\$30.89	\$31.80	\$32.77	\$33.68	\$34.66	\$35.58	\$37.36
Sr. Code Enforcement Officer	\$30.89	\$31.80	\$32.77	\$33.68	\$34.66	\$35.58	\$37.36
Sr. Parks & Land Mgt. Coordinator	\$30.89	\$31.80	\$32.77	\$33.68	\$34.66	\$35.58	\$37.36
Rental Housing Inspector	\$30.89	\$31.80	\$32.77	\$33.68	\$34.66	\$35.58	\$37.36
Assistant Planner	\$28.46	\$29.38	\$30.35	\$31.26	\$32.24	\$33.15	\$34.80
Parks & Rec. Specialist	\$28.46	\$29.38	\$30.35	\$31.26	\$32.24	\$33.15	\$34.80
Sr. Parks Naturalist	\$28.46	\$29.38	\$30.35	\$31.26	\$32.24	\$33.15	\$34.80
IT Technician	\$27.84	\$28.71	\$29.55	\$30.41	\$31.26	\$32.08	\$33.68
Code Enforcement Officer	\$26.03	\$26.98	\$27.92	\$28.86	\$29.79	\$30.77	\$32.31
Human Services Specialist	\$26.03	\$26.98	\$27.92	\$28.86	\$29.79	\$30.77	\$32.31
Appraiser I	\$26.03	\$26.98	\$27.92	\$28.86	\$29.79	\$30.77	\$32.31
Parks & Land Mgt Coordinator	\$26.03	\$26.98	\$27.92	\$28.86	\$29.79	\$30.77	\$32.31
Marketing & PR Specialist	\$26.03	\$26.98	\$27.92	\$28.86	\$29.79	\$30.77	\$32.31
Multimedia & Ops Specialist	\$26.03	\$26.98	\$27.92	\$28.86	\$29.79	\$30.77	\$32.31
Engineering Technician	\$23.47	\$24.48	\$25.37	\$26.29	\$27.23	\$28.16	\$29.57
Environmental Prog Coordinator	\$23.47	\$24.48	\$25.37	\$26.29	\$27.23	\$28.16	\$29.57
Land Stewardship Coordinator	\$23.47	\$24.48	\$25.37	\$26.29	\$27.23	\$28.16	\$29.57
Park Naturalist	\$23.47	\$24.48	\$25.37	\$26.29	\$27.23	\$28.16	\$29.57

Meridian Township/TPOAM Non-Supervisory Professional Employees (2023-2027)

Section C. Public Act 54 of 2011 prohibits retroactivity in pay.

Section D. To engage employees and improve employee morale, the Township may hold employee recognition activities or events, including but not limited to Employee Appreciation Week picnics and related events, holiday parties, issuance of employee recognition awards and/or payment, such as the Archie Virtue Excellence Award, or raffle additional paid leave or other one-time benefits to employees in conjunction with these recognition events, activities, or awards.

Article 43. SAFETY EQUIPMENT

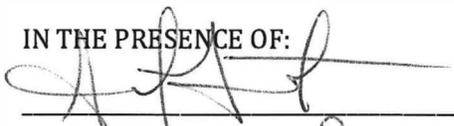
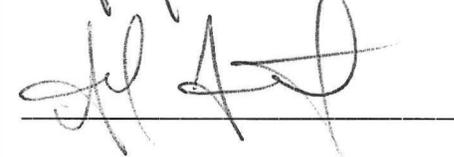
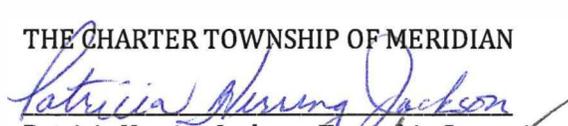
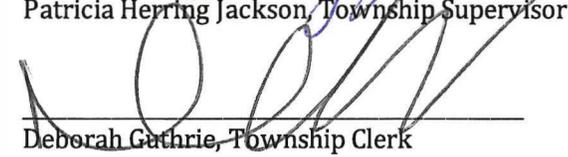
Reimbursement of up to \$175.00 for protective footwear for those employees mandated to wear them by the employer. Receipts must be provided to receive reimbursement. Footwear must be purchased prior to December 31st of each calendar year.

Article 44. EMAIL COMMUNICATION

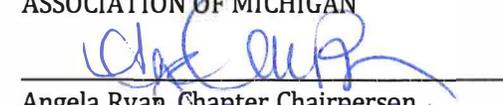
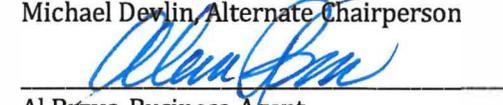
Email communications may serve as "written," "written notice," and/or "in writing" as referenced in the CBA. Emails must be between Meridian Township email system and Union email system.

SIGNATURES

Signed this 17th day of FEB 2023, by order to the Township Board of the Charter Township of Meridian. Ratified by a majority vote of the Township Board on September 20, 2022.

IN THE PRESENCE OF:  _____  _____	By:  Patricia Herring Jackson, Township Supervisor By:  Deborah Guthrie, Township Clerk
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Signed this ___ day of _____ 20___, pursuant to ratification instruction voted by TPOAM, at a duly held meeting on _____.

IN THE PRESENCE OF: _____ _____ _____	NON-SUPERVISORY PROFESSIONAL EMPLOYEES TECHNICAL, PROFESSIONAL AND OFFICEWORKERS ASSOCIATION OF MICHIGAN By:  Angela Ryan, Chapter Chairperson By:  Michael Dewlin, Alternate Chairperson By:  Al Brzys, Business Agent
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