

**AGREEMENT**

**By and Between**

**THE CHARTER TOWNSHIP OF MERIDIAN**

**and the**

**PROFESSIONAL SUPERVISORY ASSOCIATION**

**TECHNICAL, PROFESSIONAL AND**

**OFFICE WORKERS ASSOCIATION OF MICHIGAN (TPOAM)**

Effective Date: January 1, 2026

Termination Date: December 31, 2027

**Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

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**Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

**AGREEMENT**

This agreement entered into on this 1st day of January 2026, between the Charter Township of Meridian, (hereinafter referred to as the “Township”) and the Technical Professional and Office workers Association of Michigan (TPOAM) (hereinafter referred to as the “Union”), representing the Professional Supervisory Association 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 Public Act 436 of 2012, Local Financial Stability and Choice Act, as amended (“the Act”). Such acknowledgment 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 Act’s validity, such as: the appointment of an emergency manager, the Act itself, or any action of an emergency financial manager that rejects, modifies, or terminates this collective bargaining agreement. The parties understand that, under the Act, an appointed emergency financial manager may reject, modify, or terminate any terms of this Agreement. This Section shall immediately become null and void if the Act is stayed, reversed by referendum, or voided by a financial decision of the Michigan Court of Appeals, Michigan Supreme Court, 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 Association 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:

All supervisory professional employees including: Principal Planner, Senior Planner, Township Engineer & Deputy Director of Public Works & Engineering, Township Building Official, Associate Planner, Senior Project Engineer, Project Engineer, Records Division Supervisor,

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Communications Manager, Department of Public Works Superintendent, and Parks & Land Preservation Superintendent, excluding all non-supervisory employees, department directors, part-time employees, 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 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 subcontract 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; (t) to hire, assign, and lay off employees, to reduce the work week or the work day or effect reduction in hours worked by combining layoffs 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; U) 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 Association are specifically listed herein, that all subjects not specifically listed herein are retained by the Township. 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.

**Article 3. ASSOCIATION SECURITY**

Section A. The parties of this Agreement hereby affirm their adherence to the democratic principles of free, uncoerced choice and agree that they shall not discriminate against any employee based on their choice to join or refrain from joining the Association.

Section B. The parties hereby agree that all current employees covered by this Agreement and all new employees hired, rehired, or transferred into the bargaining unit, on or after their 30th day of employment or the execution date of this Agreement, whichever comes first, shall be given the opportunity to voluntarily elect whether or not they desire to join the Association or to refrain from joining. The Association, upon written request not later than the 40th day following an employee's hire date or the date of execution of this Agreement, whichever comes first, shall be permitted to have a thirty (30) minute interview with such employee on the Township's premises for the purposes of recruiting the employee; provided, however, that no employee shall be compelled to attend such interview by either party.

Section C. During the life of this Agreement, the Township will deduct dues or fees according to the terms of the authorization form(s) submitted by employees covered by this Agreement.

Section D. Previously signed written authorizations shall continue to be effective as to current employees and as to reinstated employees for the life of this Agreement, unless such authorization is revoked by an employee.

Section E. The Township will deduct current dues or fees from the pay of the employees bi-weekly by payroll deduction. If an employee has no pay coming for such pay period or if such pay period is the first pay of a new employee, such dues shall be deducted from the immediate subsequent pay period.

Section F. The Township will deduct from the pay of employees in any month only the dues incurred while an employee has been in the employ of the Township and only such amounts becoming due and payable in such month.

Section G.

- (1) In the event that a refund is due any employee for any sums deducted from wages and paid to the Association, it shall be the responsibility of each employee to obtain appropriate refund from the Association.
- (2) The Association shall indemnify and save the Township harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Township for purpose of complying with any of the provisions of this Article.

Section H. All sums deducted by the Township shall be remitted to the Association as designated by the Association to the Township in writing.

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Section I. The Township shall not be liable for the remittance or payment of any sums other than those constituting actual deductions made; and if for any reason it fails to make a deduction for any employee as above provided, it shall make that deduction from the employee's next pay in which such deduction is normally deducted after the error has been called to its attention by the employee or the Association.

Section J. The Association agrees that at no time will it solicit dues or fees of any kind on Township time.

Section K. Membership Audits. The Township will not more than once per 90 days, upon request of the office of POAM Membership Accounts, provide the following information on all employees covered by the recognition clause of this agreement. The following information will be treated as confidential and not released outside of the POAM offices. Its use will be used exclusively for accounting purposes: name, email address, current address & phone number, and union membership status.

### **Article 4. ASSOCIATION REPRESENTATION**

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

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

Section C. The Association 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 Association 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 Association'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 Association 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 Association desires. The Association 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.

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### **Article 5. SPECIAL CONFERENCES**

Special conferences for important matters may be arranged between the Association 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. The member of the Association shall not lose time or pay for time spent in such special conferences during the working hours.

### **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 are limited to matters of interpretation or application of expressed provisions of this Agreement. At each step of the grievance procedure the grievant and the Association representative shall sign the grievance and shall exchange signed and dated copies of the grievance with the recipient on the Township's behalf. The parties, by mutual agreement, may extend the time limits of the grievance procedure. Absent such agreement, the Association's failure to advance a grievance to the next step within the time limits results in the grievance being settled on the basis of the Township's last answer. Any requirement for written submission is satisfied by hard-copy or e-mailed copy of the requisite material.

The grievant may consult with the Association Chairperson prior to the filing of a grievance and participate in the grievance hearings without loss of time or pay, and may have representation at any step in the grievance procedure.

**Step 1.** Grievances must be presented within seven (7) calendar days after the date of their occurrence, or seven (7) calendar days from the date on which the conditions causing the grievance becomes known. A grievance shall be reduced to writing and discussed with the department director of the employee filing the grievance. The department director, after receipt of the written grievance, shall attempt to resolve the issue by responding to the employee and the Association Chairperson in writing within seven (7) calendar days.

**Step 2.** If the grievance still remains unsettled, it shall be presented, in writing, to the Township Manager and Human Resources Director within seven (7) calendar days after the response of the department director is due. The Township Human Resources Director and Association Chairperson shall schedule a meeting of themselves, the Manager, and grievant within ten (10) calendar days to discuss the Association's appeal. The Township Manager shall render a written decision within seven (7) calendar days after the meeting.

**Step 3.** If the Association is not satisfied with the disposition of the grievance by the Township Manager, and wishes to advance the grievance, it must submit same to an impartial arbitrator within thirty (30) calendar days of receipt of the decision of the Township Manager. The Association must provide written notice of an intent to arbitrate to the Township.

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 Association and the Township mutually agree to the following panel of arbitrators for the purpose of hearing all grievance arbitrations during the term of this Agreement:

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1. Doyle O'Connor
2. Edward Plawecki
3. Deborah Brodsky
4. Mark Glazer
5. Charles Ammerson

Arbitrators on the panel shall be assigned a grievance arbitration case on a rotating basis with the arbitrator listed first as the one who will hear the first case. If an arbitrator on the panel is not able to hear a grievance arbitration case, within two (2) calendar months, the next arbitrator on the list of arbitrators shall be assigned to the case. 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 Michigan Employment Relations Commission 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 work rules of the Township. 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, they 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.

### **Article 7. COMPUTATION OF BACK WAGES**

No claim for back wages nor any award of an arbitrator under Article 6 shall exceed the amount of regular, straight time wages the employee would otherwise have normally earned. Overtime that might have been scheduled shall not be awarded.

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**Article 8. SENIORITY**

Section A. A regular full-time employee's seniority date shall be 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 prorated 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 association 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 Association activity. Probationary employees are employees at will and may be terminated from employment for any reason.

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 Association of such action. The Association 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. Unit members 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 a minimum of five (5) working days, unless agreed to by the parties' representatives. Postings shall be either placed in conspicuous places in the work area or disseminated via e-mail. The posting will include the 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 Association Chairperson.

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Section B. The Township will, in its sole discretion, select the most qualified candidate for a job posting. If candidates' qualifications and abilities are equal, 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 written 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. If an employee, within the first three (3) months of their trial period, should find the new position unsatisfactory, they shall be allowed to return to the position they formerly held, and shall 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. If the proposed increase in salary is deemed by the Township Manager/Human Resources Director to be minimal, they may move the employee to the next step of the wage scale.

### **Article 12. 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 Chairperson and alternate Chairperson with an up-to-date copy upon request. The Association shall notify the Township 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 13. LOSS OF SENIORITY**

Section A. An employee's seniority and employment may terminate at the Township's sole discretion, if:

1. The employee quits.
2. The employee is discharged or terminated, unless reversed through the grievance procedure.
3. The employee fails to return as required in the Layoff and Recall Article.
4. The employee is absent from work for three (3) consecutive working days without notifying the Township, except when the failure to return to work is due to circumstances beyond the control of the employee.

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5. The employee overstays a leave of absence except when due to circumstances beyond the control of the employee.
6. A settlement has been made with the employee for total disability, except when such disability settlement includes continued employment with the Township.
7. The employee retires.
8. The employee is laid off for a continuous period exceeding the length of their employment or twenty-four (24) calendar months, whichever occurs sooner.
9. The employee holds more than one (1) regular job wherein they are employed to exercise skills similar to those exercised for the Township, except that the Township will grant approval for dual employment unless such employment causes a possible conflict of interest for the employee. Employees shall abide by the outside employment policy promulgated by the Township.
10. The employee is convicted or plead guilty or nolo contendere to a felony.
11. The Employee is physically unable to work and has exhausted all sick leave, vacation or personal time and is not granted Family and Medical Leave or a Leave of Absence.
12. The 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.

When an employee loses their seniority and is terminated, the employee will be notified in writing of the action. The Association Chairperson will also be notified of such action except for causes under 1, 6 and 7.

### **Article 14. 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.

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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. Notices of recall shall be sent by certified or registered mail to the employee's last known address as shown on the Township's records and it shall be the obligation of the employee to provide the Township with a current address and telephone number. A recalled employee shall give notice of their intent to return to work within three (3) calendar days, and shall return within seven (7) calendar days from receipt of notice or their employment may be terminated, except when failure to return is due to circumstances beyond the control of the employee. Such employee and the Association Chairperson shall be sent notification of such termination.

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 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 15. DISCHARGE AND SUSPENSION**

Section A. The Township shall not discharge or suspend any non-probationary employee without cause.

Section B. Notice of Discharge or Suspension. The Township agrees, promptly upon the discharge or suspension of a non-probationary employee, to notify, in writing, the employee and their steward of the discharge or suspension. Said written notice shall contain the specific reasons for the discharge or suspension. The Township may, in its reasonable discretion, place an employee on paid administrative leave during an investigation.

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

Section D. Appeal of Discharge or Suspension. Should the discharged or suspended employee or the Association consider the discharge or suspension to be improper, it shall be submitted to third step of the grievance procedure.

Section E. Use of Past Record. In imposing any discipline or discharge on a current charge, the Township will not take into account prior infractions which occurred more than three (3) years previously. However, such discipline may be referenced in a grievance proceeding if the employee had previously been disciplined for violation of the same or similar work rule or performance

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expectation. The Association retains the right to object to use of such past record.

### **Article 16. 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 may be granted a leave of absence. Approval for any leave of absence must be in writing and signed by the Township Human Resources Director.

1. In no event shall the duration of an initial leave exceed six (6) calendar months. Extensions may be granted for just cause.
2. 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 periodic reports during the leave regarding the employee's status and intent to return to work.
3. 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.
4. Employees shall not accept employment elsewhere while on a leave of absence unless agreed to in writing 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.
5. 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.
6. 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 at the group rates of the 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.

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Section C. Upon return of an employee from an approved 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, may be required to take and pass a physical before they may return to work. Such physical, if requested, will be at Township expense.

### **Article 17. FAMILY AND MEDICAL LEAVE**

The parties mutually agree that employee entitlement to family medical leave pursuant to the federal Family and Medical Leave Act, as amended, and the Township's personnel policies regarding the same.

### **Article 18. HEALTH INSURANCE**

Section A. The Township shall provide each employee and eligible dependents with health insurance coverage selected through the Healthcare Coalition. The Association 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. The Township's participation in the Healthcare Coalition satisfies its obligation to bargain over the selection of health insurance plans.

Section B. Subject to the selection of coverages by the Healthcare Coalition, the terms of any such coverage and the provisions of Public Act 152 of 2011, if the Township determines to include a Health Savings Account (HSA) in the coverage, the Township shall deposit an annual Health Savings Account (HSA) contribution into each employee's Health Savings Account (HSA) in one installment that will be made in January, and 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 greater than \$375 per month in which medical insurance coverage is not provided.

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

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

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

Section H. Retiree Health Insurance Provisions. The Township will make available health

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insurance coverage to retirees who are eligible and receive payment or benefits under a Township retirement plan, and their spouse, 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 Township may elect to change insurance carriers. However, there shall be no loss of benefits as a result of the change in carriers.
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 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 coverage.
7. The entire cost for this coverage shall be paid by the retiree and/or their spouse.

### **Article 19. 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 20. 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.

**Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

**Article 21. 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 22. 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 pay. 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' Disability 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 Director or Township Human Resources Director may be appealed to the third step of the grievance procedure.

**Article 23. 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 Workers' Disability Compensation Act. Employees may use sick leave in accordance with the eligibility criteria of Section 4(1)(a)-(1)(e) of the Michigan Earned Sick Time Act ("ESTA") (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 "family member" as defined by ESTA. Sick leave may also be used if the employee's presence is needed at home to care for the defined family members.

Section B. To be eligible for sick leave, the employee must properly notify their 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. Employees who utilize sick leave for more than three consecutive assigned working

## **Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

days may be required to provide the Township with a statement from their treating health care professional verifying the need for sick leave. The Township shall pay the co-pay or coinsurance cost incurred for acquiring the documentation. Employees must submit this documentation, which can be written or in electronic form, within fifteen (15) days of the date it was requested. In a case involving prolonged absence, repeated absence, suspected abuse, or fitness for duty circumstances, the employee may be required to submit to 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 benefits will be earned at a rate of 8 hours per each calendar month worked. Each new employee shall be credited with an advance of 80 hours for sick leave purposes when accepting a position with the Township on a full-time permanent basis. After they have actually earned 80 hours, they will then continue to accumulate at the specified rate.

Section E. Sick Leave Payout. Employees who accumulated a minimum bank of 500 hours as of the last pay period in December, and have at least 500 hours January 1 of each contract year shall have the option to annually sell back to the Township up to a maximum of forty (40) hours of sick leave. The employee shall be paid for any sick leave sold back to the Township at the prior December 31 hourly rate of pay. Payment shall be made on the first pay period after the contract year's end.

### **Article 24. BEREAVEMENT**

Section A. Paid bereavement leave is available to employees for the purpose of grieving, attending services, and making other necessary arrangements as follows:

1. Death of employee's spouse or child – 5 consecutive business days
2. Death of parent, sibling, grandparent, or grandchild of employee or spouse – 3 consecutive business days
3. Death of aunt, uncle, nephew, or niece of employee or spouse – 1 business day

Section B. Leave must be taken within two (2) weeks of the date of death. Leave in excess of the above requires the approval of the department director and will be unpaid, unless the employee uses available personal or vacation leave.

Section C. Proof of death is required within two (2) weeks to receive paid leave.

Section D. The relationship of child, sibling, parent, grandparent, or grandchild include half-, step-, and adopted relations. For example, the death of an employee's stepchild will provide bereavement leave of 5 consecutive business days and the death of a spouse's half-sibling will provide bereavement leave of 3 business days.

**Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

**Article 25. 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 Eve	Labor Day
New Year's Day	Veteran's Day
Martin Luther Kind Day	Thanksgiving Day
President's Day	Day After Thanksgiving
Memorial Day	Christmas Eve
Juneteenth	Christmas Day
Fourth of July	

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 the scheduled holiday, unless they are on vacation or are 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 the Holiday. This section shall not apply if a Holiday occurs during an employee's approved vacation leave prior to the last day of employment.

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 26. VACATION**

Section A. Each full-time employee shall be allowed to accumulate vacation up to a maximum of two hundred twenty (220) hours. Vacation accumulated beyond this 220 hour maximum will be forfeited. Vacation shall be earned according to the following schedule of continuous and completed years of service.

1 thru 4 years	=	120 hours
5 thru 9 years	=	144 hours
10 years plus	=	192 hours

Section B. After 30 days of continuous employment, employees may use up to four (4) hours of vacation time. After completing six (6) months of continuous employment, remaining available vacation time may be used.

Section C. All vacation requests shall be submitted no later than two (2) weeks prior to the first date of use. Vacation leave will be subject to the approval of the 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 one (1)

**Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

week prior notice to the 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.

**Article 27. JURY DUTY**

An employee who is summoned and serves on Jury Duty will be paid the difference between their take home pay and their pay for Jury Duty. The employee must provide the Township with a copy of the employee’s summons within two (2) business days of receipt.

**Article 28. RETIREMENT PLAN**

Section A. The Township agrees to provide the mechanism for employees’ participation in the Township’s Deferred Compensation Plan.

Section B. 401a Plan.

Employees are eligible to participate in a 401a Plan with the following terms:

1. Immediate 100%/4 vesting of Township contribution.

The Township shall contribute 10%, the employee shall contribute 3.5%, for a total contribution of 13.5%. Township contributions above 3% will be made at the sole discretion of the Township and are contingent on sufficient funds being available and budgeted each year. Any disputes regarding this provision will not be arbitrable.

2. Employee contributions are pre-tax.
3. Specific terms of the program are contained in the plan document.

Section C. Retiree Health Saving Plans

The Township shall implement the retirement health savings (RHS) program. The 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 designated at the date of separation. Death benefit allowed for surviving spouse and dependents to use for medical benefits. Unused sick leave must be contributed, as an additional employee match, upon separation or retirement.

Section D. 457 Plan

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

**Article 29. 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

## **Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

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 Human Resources Director. If the Township 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.

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, except where the Township has exercised its option in Section C above to alter the work schedule. Hours worked includes paid leave time. Such compensatory time and/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.

Section E. Compensatory time and/or overtime will be earned at a rate of one and one-half (1 1/2) hour 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 (1 1/2) 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.

Section G. The parties agree the Township may implement, modify, or rescind flex or superflex schedules and work hours, in the Township Manager's sole discretion.

### **Article 30. NO STRIKE OR INTERRUPTION OF WORK**

Section A. The parties to this Agreement mutually recognize that the services performed by employees covered by this Agreement are services essential to the public welfare. The Association, therefore, agrees there shall be no interruption of these services, for any cause whatsoever, by the employees it represents, nor shall there be a concerted failure by them to report for duty, nor shall they absent themselves from their work, stop work, or abstain in whole or in part from the full, faithful, and proper performance of the duties of their employment. The Association further agrees there shall be no strikes, sit-downs, slow-downs, stay-ins, stoppages of work, or any acts that interfere in any manner or in any degree with the services of the Township.

Section B. The Township may discipline or discharge any employee who violates this article.

Section C. The Township agrees not to lockout its employees during the term of this Agreement.

**Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

**Article 31. DISCOUNT ON PARKS & RECREATION 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.

**Article 32. SEPARATION BENEFITS ELIGIBILITY**

Section A. Employees recognize the last two (2) weeks of their employment is important to the Township's continued operations and for the efficient transition of their job duties and must not abuse sick or vacation leave during the final two weeks of their employment.

Section B. Employees who provide at least two (2) weeks' advance written notice of resignation will be paid out for accumulated but unused sick and vacation leave and prorated longevity as follows:

- A. One fourth (1/4) of the employee's accumulated sick leave, up to 220 hours paid, will be contributed to their RHS.
- B. All accumulated but unused vacation leave will be paid through payroll.
- C. Prorated longevity payment based on the employee's date of separation.

Section C. Employees who have attained at least 60 years of age and provide at least thirty (30) days' advance written notice of retirement will be paid out for accumulated but unused sick and vacation leave and prorated longevity as follows:

- A. One half (1/2) of their accumulated sick leave, up to 500 hours, will be contributed to the employee's RHS.
- B. All accumulated but unused vacation leave will be paid through payroll.
- C. Prorated longevity payment based on the employee's date of separation.

Section D. Employees who are terminated will be paid their accumulated but unused vacation leave through payroll, but accumulated, unused sick leave will not be paid in any fashion.

Section E. Upon death of an employee, the Township will payout the deceased employee's accumulated but unused vacation leave via payroll and one half (1/2) of the employee's accumulated sick leave, up to 500 hours, will be contributed to the employee's RHS.

**Article 33. 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,

## **Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

section or portion thereof. The Association 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 34. 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.

### **Article 35. LONGEVITY**

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

5 through 9 years	=	\$400
10 through 13 years	=	\$800
14 through 17 years	=	\$1,200
Over 17 years	=	\$1,600

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 full-time employment with the Township. The Association agrees to discuss the distribution method for longevity at the time a change is implemented for the Non-Union employees.

### **Article 36. 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 37. 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 program.

## **Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

### **Article 38. TERMINATION AND MODIFICATION**

Section A. This Agreement shall be effective as of the first day of January of 2026, 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.

Section B. Notice under this Article shall be in writing and shall be sufficient if sent by certified mail, addressed, if to the Association, to the Association Chairperson at their address known to the Township and POAM at 27056 Joy Road, Redford, MI 48239, and if to the Township, addressed Charter Township of Meridian, 151 Marsh Road, Okemos, MI 48864, or to any such address as the Association and the Township may make available to each other.

### **Article 39. SALARIES**

Section A. Advancement on the following salary schedule is on the basis of seniority in one (1) year increments.

The Township will issue a \$2,500 lump sum payment to the following classifications within thirty (30) calendar days of mutual ratification:

- Principal Planner
- Senior Project Engineer
- Project Engineer
- Communications Manager
- Associate Planner

Effective January 1, 2027, the Township will issue a \$1,000 lump sum payment to all bargaining unit members no later than January 31, 2027.

**Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

Section B.

Effective January 1, 2026								
<b>Position</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<i>Township Engineer &amp; Deputy Director of DPW &amp; Engineering</i>	\$45.72	\$47.38	\$49.03	\$50.65	\$52.30	\$53.94	\$56.42	\$59.24
<i>Township Building Official</i>	\$38.78	\$40.03	\$41.25	\$42.49	\$43.74	\$45.00	\$47.26	\$49.62
<i>Public Works Superintendent</i>	\$38.78	\$40.03	\$41.25	\$42.49	\$43.74	\$45.00	\$47.26	\$49.62
<i>Parks &amp; Land Superintendent</i>	\$38.78	\$40.03	\$41.25	\$42.49	\$43.74	\$45.00	\$47.26	\$49.62
<i>Principal Planner</i>	\$37.52	\$38.78	\$40.03	\$41.25	\$42.49	\$43.74	\$45.00	\$47.26
<i>Senior Project Engineer</i>	\$33.09	\$35.24	\$36.40	\$38.03	\$39.67	\$41.31	\$42.98	\$45.13
<i>Project Engineer</i>	\$32.12	\$34.21	\$35.33	\$36.90	\$38.53	\$40.11	\$41.74	\$43.82
<i>Communications Manager</i>	\$32.12	\$34.21	\$35.33	\$36.90	\$38.53	\$40.11	\$41.74	\$43.82
<i>Senior Planner</i>	\$31.48	\$32.70	\$33.96	\$35.22	\$36.45	\$37.72	\$38.94	\$40.89
<i>Associate Planner</i>	\$30.43	\$31.68	\$32.92	\$34.18	\$35.40	\$36.66	\$37.88	\$39.77
<i>Records Division Supervisor</i>	\$30.43	\$31.68	\$32.92	\$34.18	\$35.40	\$36.66	\$37.88	\$39.77

**Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

Effective January 1, 2027 – 3%								
Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<i>Township Engineer &amp; Deputy Director of DPW &amp; Engineering</i>	\$47.09	\$48.80	\$50.50	\$52.16	\$53.87	\$55.56	\$58.12	\$61.02
<i>Township Building Official</i>	\$39.94	\$41.23	\$42.49	\$43.76	\$45.06	\$46.35	\$48.67	\$51.11
<i>Public Works Superintendent</i>	\$39.94	\$41.23	\$42.49	\$43.76	\$45.06	\$46.35	\$48.67	\$51.11
<i>Parks &amp; Land Superintendent</i>	\$39.94	\$41.23	\$42.49	\$43.76	\$45.06	\$46.35	\$48.67	\$51.11
<i>Principal Planner</i>	\$38.65	\$39.94	\$41.23	\$42.49	\$43.76	\$45.06	\$46.35	\$48.67
<i>Senior Project Engineer</i>	\$34.09	\$36.29	\$37.49	\$39.17	\$40.86	\$42.55	\$44.27	\$46.49
<i>Project Engineer</i>	\$33.08	\$35.23	\$36.39	\$38.01	\$39.69	\$41.31	\$42.99	\$45.13
<i>Communications Manager</i>	\$33.08	\$35.23	\$36.39	\$38.01	\$39.69	\$41.31	\$42.99	\$45.13
<i>Senior Planner</i>	\$32.42	\$33.68	\$34.98	\$36.27	\$37.55	\$38.85	\$40.11	\$42.12
<i>Associate Planner</i>	\$31.34	\$32.63	\$33.91	\$35.20	\$36.46	\$37.76	\$39.02	\$40.96
<i>Records Division Supervisor</i>	\$31.34	\$32.63	\$33.91	\$35.20	\$36.46	\$37.76	\$39.02	\$40.96

Section C. Professional engineers who obtain a Professional Engineer (PE) certification with the State of Michigan, except the Township Engineer & Deputy Director of DPW & Engineering, shall receive an additional \$4.15 compensation per hour added to the base wage. Effective January 1, 2026, the wage of the Township Engineer & Deputy Director of DPW & Engineering was increased to account for that additional \$4.15 as part of the base wage listed in the wage table.

Section D. An employee who holds an S-1 license and serves as the Township’s Operator in Charge shall receive an additional \$6.00 compensation per hour added to the base wage.

Section E. All employees will utilize direct deposit only. All payments will be made on designated pay dates. Separate checks will not be issued to payments such as longevity, annual sick leave payouts, etc.

Section F. To engage employees and improve employee morale, the Township may hold employee recognition activities or events or offer awards, logo wear, or other one-time benefits to employees.

**Meridian Charter Township/TPOAM Professional Supervisory Association (2026-2027)**

**Article 40. SAFETY EQUIPMENT**

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


**AGREED**

Ratified by the bargaining unit on February 13, 2026 and by a majority vote of the Township Board on February 17, 2026.

IN THE PRESENCE OF:

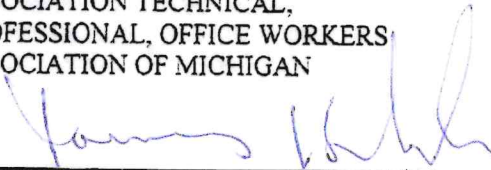
THE CHARTER TOWNSHIP OF MERIDIAN

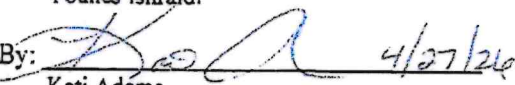
By:   
Scott Hendrickson, Supervisor

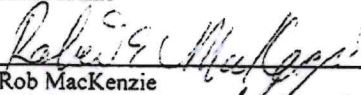
By:   
Angela Demas, Clerk

IN THE PRESENCE OF:

THE CHARTER TOWNSHIP OF MERIDIAN  
PROFESSIONAL SUPERVISORY  
ASSOCIATION TECHNICAL,  
PROFESSIONAL, OFFICE WORKERS  
ASSOCIATION OF MICHIGAN

By:  4/27/2026  
Younes Ishraidi

By:  4/27/26  
Kati Adams

By:   
Rob MacKenzie

By:  4/27/2026  
Harry Valentine, Business Agent

