

COLLECTIVE BARGAINING AGREEMENT

between



HUMAN SERVICES SUPPORT UNIT

of

LOCAL 517-M,

Service Employees International Union

and

STATE OF MICHIGAN

Effective: January 1, 2019 through December 31, 2021

TABLE OF CONTENTS

ARTICLE 1 PREAMBLE.....	1
SECTION 1. COLLECTIVE BARGAINING AGREEMENT	1
SECTION 2. PURPOSE AND INTENT.	1
 ARTICLE 2 RECOGNITION	 2
 ARTICLE 3 INTEGRITY OF THE BARGAINING UNIT	 3
SECTION 1. BARGAINING UNIT WORK PERFORMED BY NON-BARGAINING UNIT EMPLOYEES.	3
SECTION 2. NEW AND ABOLISHED CLASSIFICATIONS	3
SECTION 3. TECHNOLOGICAL CHANGES	3
SECTION 4. SUBCONTRACTING.....	4
 ARTICLE 4 UNION DUES AND FEES	 5
SECTION 1. AGENCY SHOP.....	5
SECTION 2. REPRESENTATION FEES DEDUCTION	5
SECTION 3. REMITTANCE AND ACCOUNTING.	6
SECTION 4. REVOCATION.....	6
SECTION 5. BARGAINING UNIT INFORMATION PROVIDED TO THE UNION.	6
SECTION 6. AID TO OTHER UNIONS.....	6
 ARTICLE 5 UNION RIGHTS.....	 8
SECTION 1. BULLETIN BOARDS.	8
SECTION 2. MAIL SERVICE.	8
SECTION 3. UNION INFORMATION PACKET.	8
SECTION 4. ORIENTATION.....	9
SECTION 5. UNION OFFICE SPACE.....	9
SECTION 6. UNION MEETINGS ON STATE PREMISES.....	9
SECTION 7. TELEPHONE DIRECTORY.....	9
SECTION 8. ACCESS TO PREMISES.	9
SECTION 9. EXPEDITED RESOLUTION OF DISPUTES.....	10
 ARTICLE 6 MANAGEMENT RIGHTS	 11
 ARTICLE 7 UNION BUSINESS.....	 12
SECTION 1. TIME OFF FOR UNION BUSINESS.	12
SECTION 2. UNION LEAVE.	12
 ARTICLE 8 REPRESENTATION AND TIME OFF	 13
SECTION 1. BARGAINING COMMITTEE	13
A. Primary Negotiations.....	13

Agreement Between
The State of Michigan and SEIU 517M, Human Services Support Unit

B. Secondary Negotiations.....	13
Section 2. UNION ACTIVITIES DURING WORKING HOURS.....	13
Section 3. GRIEVANCE REPRESENTATION.	14
Section 4. JURISDICTIONAL AREAS.....	14
Section 5. STEWARDS.....	14
Section 6. CHIEF STEWARDS.	14
Section 7. NOTICE TO THE EMPLOYER.....	14
Section 8. RELEASE OF UNION REPRESENTATIVES.....	14
Section 9. ACCESS TO UNION REPRESENTATIVES.	15
ARTICLE 9 GRIEVANCE PROCEDURE.....	16
Section 1. PURPOSE.....	16
Section 2. GENERAL.	16
Section 3. GRIEVANCE PROCESSING.	17
Section 4. WITNESSES AND DOCUMENTS.....	18
Section 5. RETROACTIVITY OF GRIEVANCE AWARDS.....	18
Section 6. EXCLUSIVE PROCEDURE.	19
Section 7. GRIEVANCE STEPS.	19
Section 8. ATTENDANCE AT GRIEVANCE CONFERENCES.....	22
ARTICLE 10 MEETINGS.....	23
Section 1. LABOR-MANAGEMENT MEETINGS.....	23
A. General.	23
B. Representation.	23
C. Scheduling.	23
D. Pay Status of Designated Union Representatives.	24
Section 2. STATE EMPLOYER.....	24
Section 3. SPECIAL CONFERENCES.....	24
ARTICLE 11 HEALTH AND SAFETY.....	25
Section 1. GENERAL.	25
Section 2. PHYSICAL AND MENTAL HEALTH EXAMINATIONS.	25
Section 3. DAMAGE AND/OR LOSS OF PERSONAL EFFECTS.....	25
Section 4. SPACE FOR PERSONAL EFFECTS.....	25
Section 5. PERSONAL INJURY.....	25
Section 6. REHABILITATION.....	25
Section 7. BUILDING LEASES.	26
Section 8. SECURITY GUARDS.....	26
Section 9. FIRST AID.....	26
Section 10. INSPECTIONS.	26
Section 11. CONFIDENTIALITY OF MEDICAL RECORDS.....	27
Section 12. HEALTH AND SAFETY SUBCOMMITTEES.....	27
Section 13. EMPLOYEE SAFETY.....	27
Section 14. EMERGENCY AND EVACUATION PLANS.....	27
Section 15. COMPLIANCE LIMITATIONS.	27

Agreement Between
_____ The State of Michigan and SEIU 517M, Human Services Support Unit _____

Section 16. TELEPHONE HEADSETS.....	28
ARTICLE 12 SENIORITY	29
Section 1. BENEFIT SENIORITY.....	29
A. Definition.....	29
B. Application.....	29
Section 2. SENIORITY LISTS.....	29
A. Master Seniority List.....	29
B. Layoff Unit Seniority Lists.....	29
C. Recall Cards/Lists/Forms.....	30
ARTICLE 13 LAYOFF AND RECALL	31
Section 1. LAYOFF AND RECALL INFORMATION TO UNION.....	31
ARTICLE 14 TRANSFER	32
Section 1. TRANSFER INFORMATION TO UNION.....	312
ARTICLE 15 HOURS OF WORK AND OVERTIME	33
Section 1. BIWEEKLY WORK PERIOD.....	33
Section 2. WORK DAYS.....	33
Section 3. WORK SCHEDULES.....	33
Section 4. MEAL PERIODS.....	33
Section 5. CALL BACK.....	33
Section 6. DEFINITIONS.....	33
A. Overtime.....	33
B. Regular Rate.....	34
C. Premium Rate.....	34
Section 7. OVERTIME COMPENSATION.....	34
Section 8. COMPENSATORY TIME.....	34
Section 9. PYRAMIDING.....	34
ARTICLE 16 LEAVES	35
Section 1. ANNUAL LEAVE APPLICATION.....	35
Section 2. SICK LEAVE APPLICATION.....	35
Section 3. LEAVES OF ABSENCE.....	36
A. Eligibility.....	36
B. Requests.....	36
C. Approval.....	36
D. Types of Leaves of Absence.....	37
Section 4. ANNUAL LEAVE DONATIONS.....	43
Section 5. BANKED LEAVE TIME.....	44
ARTICLE 17 PERSONNEL FILES	45
Section 1. GENERAL.....	45

Agreement Between
The State of Michigan and SEIU 517M, Human Services Support Unit

Section 2. ACCESS.....	45
Section 3. EMPLOYEE NOTIFICATION.....	45
Section 4. NON-JOB-RELATED INFORMATION.....	45
Section 5. REMOVAL OF RECORDS.....	46
Section 6. RIGHT TO KNOW ACT.....	46
Section 7. MAINTENANCE OF PAST PRACTICES.....	46
ARTICLE 18 COUNSELING AND DISCIPLINARY ACTION	47
Section 1. COUNSELING.....	47
A. Informal Counseling.....	47
B. Formal Counseling.....	47
C. Relationship to Disciplinary Action.....	47
Section 2. DISCIPLINARY ACTION.....	48
ARTICLE 19 PERMANENT-INTERMITTENT EMPLOYEES	50
Section 1. GENERAL PROVISIONS.....	50
Section 2. ENTITLEMENTS.....	50
Section 3. REPORTS PROVIDED BY THE UIA.....	50
ARTICLE 20 MISCELLANEOUS.....	51
Section 1. DEFINITIONS.....	51
A. Appointing Authority.....	51
B. Employer.....	51
C. Probationary Employee.....	51
D. Weekday.....	51
Section 2. EFFECT OF AGREEMENT ON CIVIL SERVICE RULES AND COMPENSATION PLAN, AND OTHER EXISTING TERMS AND CONDITIONS OF EMPLOYMENT.....	51
Section 3. SECONDARY NEGOTIATIONS.....	52
Section 4. SAVINGS CLAUSE.....	52
Section 5. NON-DISCRIMINATION.....	52
Section 6. WAGE ASSIGNMENTS AND GARNISHMENTS.....	53
Section 7. SEXUAL HARASSMENT.....	53
Section 8. POLYGRAPH TESTS.....	53
Section 9. ACCESS TO WORK RULES.....	53
Section 10. SMOKING.....	54
Section 11. ERGONOMICS.....	54
Section 12. PRINTING OF THE AGREEMENT.....	54
Section 13. LETTER OF UNDERSTANDING.....	54
Section 13. LETTER OF UNDERSTANDING.....	54
A. Plan A. Biweekly scheduled hours reduction.....	54
B. Plan C. Leave of Absence.....	55
Section 15. LOUNGE AND/OR EATING AREAS.....	55
ARTICLE 21 NO STRIKE - NO LOCKOUT	57

ARTICLE 22 ECONOMICS	58
Section 1. GENERAL WAGE INCREASE.....	58
SECTION 2. GROUP INSURANCE ENROLLMENT.....	59
SECTION 3. HEALTH INSURANCE.....	59
SECTION 4. DENTAL EXPENSE PLAN.....	63
SECTION 5. VISION CARE INSURANCE.....	66
SECTION 6. LONG TERM DISABILITY INSURANCE.....	67
SECTION 7. LIFE INSURANCE.....	68
SECTION 8. CONTINUATION OF GROUP INSURANCES.....	69
SECTION 9. VOLUNTARY BENEFITS.....	70
SECTION 10. LABOR MANAGEMENT HEALTHCARE COMMITTEE.....	71
Section 11. HOLIDAYS.....	71
Section 12. PERSONAL LEAVE DAY.....	71
Section 13. ANNUAL LEAVE.....	72
B. Annual Leave Options - Layoff and Recall.....	72
Section 14. SICK LEAVE.....	73
A. Sick Leave Allowance.....	73
B. Sick Leave Payment at Separation.....	73
Section 15. SHIFT DIFFERENTIAL.....	73
Section 16. CHILD CARE.....	74
Section 17. PERSONAL loss claims.....	74
Section 18. MOVING EXPENSES.....	74
Section 19. COMPENSATION FOR ASSAULTED EMPLOYEES.....	76
Section 20. MEAL AND TRAVEL REIMBURSEMENT.....	76
Section 21. MAINTENANCE OF CONDITIONS.....	76
Section 22. COMPENSATION POLICY UNDER CONDITIONS OF GENERAL EMERGENCY.....	77
Section 23. LONGEVITY.....	78
A. Eligibility.....	78
B. Payments.....	78
C. Longevity Overtime.....	80
Section 24. BEREAVEMENT LEAVE.....	80
Section 25. JURY DUTY/WITNESS DUTY.....	80
Section 26. TUITION REIMBURSEMENT.....	81
Section 27. A QUALIFIED 401(K) TAX-SHELTERED PLAN.....	82
Section 28. GROUP AUTO AND HOMEOWNERS PLAN.....	82
Section 29. FLEXIBLE COMPENSATION PLAN.....	82
Section 30. SCHOOL/COMMUNITY PARTICIPATION LEAVE.....	83
 ARTICLE 23 TRAINING	 84
 ARTICLE 24 DRUG AND ALCOHOL TESTING	 85
Section 1. TESTING.....	85
Section 2. TEST-DESIGNATED POSITIONS.....	86
Section 3. DRUG AND ALCOHOL TESTING PROTOCOL.....	87
Section 4. UNION REPRESENTATION.....	87

Agreement Between
_____ The State of Michigan and SEIU 517M, Human Services Support Unit _____

Section 5. REVIEW COMMITTEE FOR DRUG AND ALCOHOL TESTING.....	88
Section 6. REQUIRED TREATMENT.....	88
Section 7. SELF-REPORTING.....	88
Section 8. CONFIRMATION ALCOHOL TESTING.....	89
ARTICLE 25 TERMINATION.....	90
APPENDIX A -HUMAN SERVICES SUPPORT BARGAINING UNIT CLASSIFICATIONS	91
APPENDIX C-1 LETTER OF UNDERSTANDING—BANKED LEAVE TIME PROGRAM.....	92
APPENDIX C-3 LETTER OF UNDERSTANDING—ARTICLE 23 – TRAINING.....	94
APPENDIX C-4 LETTER OF UNDERSTANDING—ARTICLE 22 – ECONOMICS	95
APPENDIX C-5 LETTER OF UNDERSTANDING—ARTICLE 22 – ECONOMICS	96
APPENDIX C-9 SEIU LOCAL 517M HUMAN SERVICES SUPPORT UNIT—LETTER OF UNDERSTANDING—ARTICLE 5, SECTION 5	97
APPENDIX C-13 SEIU LOCAL 517M HUMAN SERVICES SUPPORT UNIT LETTER OF UNDERSTANDING ARTICLE 3, SECTION 4 CONTRACTING COMMITTEE.....	98
APPENDIX D-1 ARTICLE 22, SECTION 12. PERSONAL LEAVE DAY	99
APPENDIX D-2 HOLIDAY PAY FOR PERMANENT-INTERMITTENT EMPLOYEES	100
APPENDIX E SEIU LOCAL 517M HUMAN SERVICES SUPPORT UNIT LETTER OF UNDERSTANDING CONFIRMATION OF DRUG TESTING RESULTS.....	101
APPENDIX J-2 HEALTH INSURANCE CHART	102
APPENDIX J-3 DENTAL CHART.....	109
APPENDIX J-4 VISION CHART	111

LETTER OF AGREEMENT SEIU 517M, HUMAN SERVICES SUPPORT UNIT AND STATE OF MICHIGAN, OFFICE OF THE STATE EMPLOYER ARTICLE 16, SECTION 4. ANNUAL LEAVE DONATIONS.....	114
LETTER OF UNDERSTANDING JOINT HEALTHCARE COMMITTEE	115
LETTER OF UNDERSTANDING ARTICLE 22, SECTION 20 - MEAL AND TRAVEL REIMBURSEMENT	117
LETTER OF UNDERSTANDING ARTICLE 4 - DUES DEDUCTION AND VOLUNTARY REPRESENTATION FEE	118
LETTER OF UNDERSTANDING WELLNESS	119
LETTER OF UNDERSTANDING SEIU 517M HUMAN SERVICES SUPPORT UNIT RECRUITMENT AND RETENTION	120
LETTER OF UNDERSTANDING UNION USE OF STATE'S E-MAIL SYSTEM PILOT PROGRAM	121
LETTER OF UNDERSTANDING CIVIL SERVICE COMMISSION RULE ON PROHIBITED SUBJECTS OF BARGAINING	122
LETTER OF UNDERSTANDING DENTAL AND VISION INSURANCE COVERAGE FOR ADULT CHILDREN UNDER AGE 26.....	123

ARTICLE 1

PREAMBLE

SECTION 1. COLLECTIVE BARGAINING AGREEMENT.

This Agreement was entered into on October 1, 2018, at Lansing, Michigan, by and between Human Services Support Unit of Local 517-M, Service Employees International Union, (hereinafter referred to as the Union), and the State of Michigan and its principal departments and agencies covered by this Agreement (hereinafter referred to as the Employer) represented by the State Employer, and became effective January 1, 2019 upon approval by the Civil Service Commission.

Non-economic provisions in this Agreement shall be effective according to their terms upon approval by the Civil Service Commission. Economic provisions in this Agreement shall be effective on the date specified in the applicable Article. No provision in this Agreement shall apply retroactively unless specified in the applicable Article.

SECTION 2. PURPOSE AND INTENT.

It is the purpose of this Agreement to provide for the wages and terms and conditions of employment of the employees covered by this Agreement, to recognize the continuing joint responsibility of the parties to provide efficient and uninterrupted services and satisfactory employee conduct to the public, and to provide an orderly, prompt, peaceful, and equitable procedure for the resolution of differences between employees and the Employer. Except as prohibited by the Civil Service Rules and Regulations, the provisions of this Agreement shall automatically modify or supersede: (1) conflicting rules, regulations, and interpretive letters of the Civil Service Commission and Department pertaining to wages and terms and conditions of employment; and (2) conflicting rules, regulations, practices, policies and agreements of or within Departments/Agencies pertaining to terms and conditions of employment.

If, during its term, the parties hereto should mutually agree to modify, amend, or alter the provisions of this Agreement in any respect, any such changes shall be effective only if reduced to writing and executed by the authorized representatives of the Employer and the Union and approved by the Civil Service Commission.

No individual employee or group of employees acting independently of the Union may alter, amend, or modify any provisions hereof.

ARTICLE 2
RECOGNITION

The Employer recognizes the Human Services Support Unit of Local 517-M, Service Employees International Union, as the exclusive representative and sole bargaining agent for all employees in the Human Services Support Bargaining Unit (hereinafter referred to as the Bargaining Unit) with respect to wages and other terms and conditions of employment, in accordance with the provisions of the Michigan Civil Service Rules and Regulations and/or other applicable rules, regulations, statutes, or decisions.

This Agreement covers all employees in the Bargaining Unit as established under Civil Service Rules and Regulations, consisting currently of the classifications listed in Appendix A to this Agreement, and such other classifications which may be assigned to the Bargaining Unit under Civil Service Rules and Regulations.

The Union recognizes the State Employer as the exclusive representative of the State of Michigan authorized to conduct primary level negotiations and enter into agreement on conditions of employment for all employees in the bargaining unit, in accordance with Civil Service Rules and Regulations.

ARTICLE 3

INTEGRITY OF THE BARGAINING UNIT

SECTION 1. BARGAINING UNIT WORK PERFORMED BY NON-BARGAINING UNIT EMPLOYEES.

The Employer recognizes that the integrity of the Bargaining Unit is of significant concern to the Union.

Nothing in this Agreement shall preclude the Employer from continuing to utilize student programs (including Veteran Work Study).

The Employer shall provide notification, in writing and via e-mail to the Union, no less than ten (10) weekdays prior to implementation, when utilizing these employees. Such notification shall include the:

- A. Number of employees involved;
- B. Duration of employment;
- C. Location of employment;
- D. Job duties to be performed.

The parties will adhere to all rules and regulations of any student program utilized.

SECTION 2. NEW AND ABOLISHED CLASSIFICATIONS.

The parties shall notify each other at least thirty (30) days in advance of recommendations by either party to re/establish or abolish any Bargaining Unit job classifications, or changes in classification job specifications, and/or pay ranges. In the case of establishing or assigning a pay range for any re/established classification, the Employer shall upon request meet and discuss with the Union the appropriate pay range for said classification.

SECTION 3. TECHNOLOGICAL CHANGES.

The Union recognizes the Employer's right to implement technological changes in the work performed by Bargaining Unit employees. The Employer shall give reasonable advance notice (in no case less than thirty (30) days) to the Union of the Employer's intent to implement such changes. This notice shall include sufficient information in order for the Union to be able to make a proper evaluation of the impact, if any, on Bargaining Unit employees.

When, as a result of technological changes, new classes are established to perform Bargaining Unit work, the Employer agrees that the parties shall recommend jointly to the Civil Service Commission that such new classes be included in the Bargaining Unit.

SECTION 4. SUBCONTRACTING.

Whenever the Employer intends to contract out or subcontract services, the Employer shall, as early as possible but at least fifteen (15) calendar days prior to the implementation of the contract or subcontract, give written notice of its intent to the Union. Such notice shall consist of a copy of the request made to Civil Service unless such a request is not required, in which case, a copy of the contract will be provided.

The notice shall include such matters as:

- A. The nature of the work to be performed or the service to be provided;
- B. The proposed duration and cost of such subcontracting; and
- C. The rationale for such subcontracting.

In case of preauthorized contractual services, item C above need not be provided; however, the Employer agrees to meet with the Union, upon request, should the Union have questions regarding the information provided.

The Employer agrees to make reasonable efforts (not involving a delay in implementation) to avoid or minimize the impact of such subcontracting upon Bargaining Unit employees.

The Employer shall also provide the Union, upon written request, information necessary to monitor the implementation, including costs, of the contract or subcontract. If the volume of the information requested under this Section would place an unreasonable burden on the Employer, the parties will meet to attempt to identify alternative mechanisms for providing such information.

The Employer shall, upon written request, meet and confer with the Union over the impact of the decision upon the Bargaining Unit. Such discussion shall not serve to delay implementation of the Employer's decision.

ARTICLE 4

UNION DUES AND FEES

SECTION 1. AGENCY SHOP.

To the extent permitted by the Michigan Civil Service Rules and Regulations, it is agreed that:

- A. Upon receipt of a completed individual authorization from any employee covered by this Agreement, the Employer will deduct from the employee's pay dues as required by the Union in order to maintain membership in good standing.

The Employer will deduct dues upon receipt of a unit member's completed and voluntarily authorization for payroll deduction of dues.

Upon written notification and documentation provided by the Union, the Employer will collect any delinquent dues in accordance with any payment schedule that may have been agreed upon by the employee and the Union .

1. Deduction will be made only when the unit member is due sufficient biweekly earnings to cover the dues amount after deductions for Federal Social Security (FICA); individually authorized deferred compensation; Federal income tax; State income tax; local and/or city income tax; other legally required deductions; individually authorized participation in State programs; and enrolled unit member's share of insurance premiums.
2. Membership dues shall be uniform in amount, and shall be as certified in writing by the Union's Executive Vice President or his/her designated representative to the Employer.

- C. No unit member shall be required as a condition of continued employment with the State to join the Union.

SECTION 2. REPRESENTATION FEES DEDUCTION.

An employee may choose to pay a voluntary representation fee to the Union. Such voluntary representation fee shall not exceed regular bi-weekly dues. The fees will be uniformly assessed against all members of the Union, representing only the employee's proportionate share of the Union's costs. Such costs will be germane to collective bargaining, contract administration, grievance administration, and any other cost necessarily or reasonably incurred for the purposes of performing the duties of an exclusive representative of the employees in dealing with the Employer on labor-management issues. Such voluntary representation fee payment shall be fulfilled by the employeesubmitting the authorization . This Section shall not take effect until the Union notifies the Employer in writing of the amount of this voluntary representation fee. Such notification may be made on or after the effective date of this Agreement.

SECTION 3. REMITTANCE AND ACCOUNTING.

Voluntary dues and representation fees deducted for any bi-weekly pay period shall be remitted by the Employer to the Executive Vice President or his/her designated representative with a list of unit members for whom the voluntary deduction has been made. Upon written request, the Employer shall provide the Union with a list of unit members who have an authorization (dues and representation fees deductions).

SECTION 4. REVOCATION.

Nothing in this Article shall prohibit a unit member from terminating any dues and/or representation fees deduction authorization at any time.

SECTION 5. BARGAINING UNIT INFORMATION PROVIDED TO THE UNION.

The Employer shall provide the following information to the Union, including codes and definitions of codes, through whatever automated or other type of system currently in use.

- A. The Employer agrees to furnish a biweekly transaction report to the Union in electronic form, listing employees in this Unit who are hired, rehired, reinstated, transferred into or out of the Bargaining Unit, transferred between Agencies and/or Departments, promoted, reclassified, downgraded, placed on leaves of absence of any type including disability, placed on layoff, recalled from layoff, separated (including retirement), added to or deleted from the Bargaining Unit, or who have made any changes in Union deductions. This report shall include the employee's name, employee identification number, employee status code (appointment type), job code description (class/level), personnel action and reason, effective start and end dates, and process level (Department/Agency).
- B. The Employer will provide a biweekly demographic report to the Union in electronic form, containing the following information for each employee in the Bargaining Unit: the employee's name, employee identification number, street address, city, state, zip code, job code, sex, race, birth date, hire date, process level (Department/Agency), TKU, Union deduction code, deduction amount, employee status code (appointment type), position code (position type), leave of absence/layoff effective date, continuous service hours, county code, worksite code, Unit code and hourly rate. The parties agree that this provision is subject to any prohibition imposed upon the Employer by courts of competent jurisdiction.
- C. Requests for information not provided in Sections A and B above shall be made by the Union to the Office of the State Employer. The Union will pay the full cost of all reports provided by the State pursuant to this Agreement.

SECTION 6. AID TO OTHER UNIONS.

The Employer agrees and shall cause its designated agents not to aid, promote, or finance any other labor or employee organization which purports to engage in employee representation of employees in this Bargaining Unit, or make any agreements which undermine the Union with any such group or organization.

Nothing contained herein shall be construed to prevent any representative of the Employer from meeting with any professional or citizen organization for the purpose of hearing its views, except that as to matters presented by such organizations which are proper subjects of negotiation, any changes or modifications shall be made only through negotiations with the Union.

Article 5
UNION RIGHTS

SECTION 1. BULLETIN BOARDS.

The Employer shall furnish space for Union bulletin boards at locations used to house Bargaining Unit employees as mutually agreed upon, for exclusive use of the Union to enable employees of the Bargaining Unit to read materials posted by the Union. Such mutual agreement, including size, cost, and installation, shall be agreed upon at Labor Management Meetings. The Employer shall continue providing Union bulletin boards provided under prior agreement.

All materials shall be signed, dated, and posted by the designated Union Representative and may not be removed by other than the designated Union Representative unless the material is objectionable. Objectionable materials are defined as follows:

1. Partisan political literature;
2. Materials ridiculing individuals by name or obvious direct reference or;
3. Materials defamatory to the Employer.

SECTION 2. MAIL SERVICE.

The Union shall be permitted to use the Department/Agency mail distribution services, except as prohibited by law. Such mailings shall be of a reasonable size, volume and frequency, and prepared by the Union in accordance with mail policies prescribed through secondary negotiations.

Union use of the mail system shall not include any U. S. mails or other commercial or statewide delivery services used by the State as part of or separate from Department/Agency mail systems. The Union's use of the mail service shall be the responsibility of the designated Union Representative.

The Employer shall not be held liable for the delivery and security of any mailings.

SECTION 3. UNION INFORMATION PACKET.

On the first day of employment in the Bargaining Unit, or on the day tax withholding forms are signed, the Employer shall distribute to a new employee a packet of informational materials supplied to the Employer by the Union. The Employer retains the right to review the material supplied.

There shall be a system requiring an employee to sign a receipt for such informational packet. Such receipt shall be provided to the Union. Procedural details of such receipt system shall be determined promptly by mutual agreement of the Union and the Appointing Authority.

SECTION 4. ORIENTATION.

During the orientation of new Bargaining Unit employees, the Union shall be given an opportunity to have a Union Representative speak for not more than fifteen (15) minutes to provide information about the Union. At least one (1) Employer Representative may attend such orientation as an observer, but shall not participate in nor interfere with the Union presentation. The Union shall be given a minimum of five (5) calendar days written notification via either regular or electronic mail prior to the orientation meeting by the Appointing Authority.

SECTION 5. UNION OFFICE SPACE.

All office space currently being used by the Union under this Section may continue to be used; however, the Employer reserves the right to require a lease or other written agreement and the payment of rent by the Union. Such lease or agreement will include a rent amount negotiated by the parties, and is subject to approval by the Department of Technology, Management and Budget. The Union will reimburse the State of Michigan for the Union's telephone bills associated with the Union's office.

Such premises shall be for the sole and exclusive use of the Union. Access and security will be in accordance with agency or departmental rules. The Union will maintain such space in appropriate condition and in accordance with the requirements of the Employer.

The Employer reserves the right to withdraw approval for the Union's use of such premises, upon thirty (30) days written notice to the Union, only due to operational requirements, failure to pay rental charges, or misuse by the Union or its agents. If approval is withdrawn due to operational requirements, the Employer will make a good faith effort to provide alternative office space.

The Union agrees to indemnify and hold harmless the Employer against orders or judgments not resulting from the negligence of the Employer, its employees or agents, issued against the Employer arising out of the Union's occupying office space.

SECTION 6. UNION MEETINGS ON STATE PREMISES.

The Employer shall provide, upon prior Union request, State conference and meeting rooms for Bargaining Unit meetings, subject to approval of the appropriate local Employer Representative. Such facilities shall be furnished without charge to the Union. Bargaining Unit meetings on State premises shall be governed by operational considerations of the local facility.

SECTION 7. TELEPHONE DIRECTORY.

The Employer agrees to publish the telephone number and business address of the Union in the State of Michigan telephone directory.

SECTION 8. ACCESS TO PREMISES.

Representatives of the Union shall be admitted to the premises of the Employer during working hours upon advance notice, if possible, to the appropriate Employer

Representative. Such visitation shall be for the purpose of participating in Union-Management meetings, interviewing grievants, attending grievance conferences, and for other reasons related to the administration of this Agreement.

Security needs and reasonable operational requirements shall be observed by Union Representatives during such admissions to Employer premises.

SECTION 9. EXPEDITED RESOLUTION OF DISPUTES.

Where the Employer believes that objectionable materials, as defined in Section 1 of this Article, have been prepared in Union office space, posted on bulletin boards, distributed through the Department/Agency mail service, included in Union Information Packets, or presented at orientation, it shall not interfere with such preparation, posting, inclusion, or presentation. Rather, the involved Employer supervisor shall promptly schedule a conference with the designated Union Steward for the affected work location.

If the dispute is not resolved, the affected Appointing Authority shall promptly schedule a conference with a Union Representative with authority to bind the Union for the purpose of resolving the dispute. The Representative of the Appointing Authority at the conference shall have authority to bind the Appointing Authority.

If the dispute is not resolved and the Appointing Authority still determines the materials objectionable, it may then, as applicable: a) remove the disputed posted material; b) suspend the distribution of the disputed material through the Department/Agency mail service; c) exclude the disputed material from Union information packets; or d) require exclusion of the disputed statements from presentations at orientation. The Union may grieve such action directly to an arbitrator for expedited and final and binding resolution of the dispute. The parties shall endeavor to stipulate to all material facts. Any hearing, if necessary, shall be conducted, arguments submitted, and the Arbitrator's decision rendered within fifteen (15) days.

The American Arbitration Association expedited arbitration procedure shall be used.

Article 6

MANAGEMENT RIGHTS

It is agreed that, except as limited by this Agreement, the management of Departments and Agencies in the Bargaining Unit shall inhere in the Employer. Management rights include, but are not limited to, the right, without engaging in negotiations, to:

Determine matters of managerial policy; mission of the Agency; budget; the method, means, and personnel by which the Employer's operations are to be conducted; organization structure; standards of service and maintenance of efficiency; the right to select, promote, assign, or transfer employees; discipline employees for just cause in accordance with this Collective Bargaining Agreement; and in cases of temporary emergency, to take whatever action is necessary to safeguard employees in accordance with MIOSHA Safety Standards, and carry out the Agency's mission.

Make reasonable work rules which regulate performance, conduct, and safety and health of employees, provided such work rules shall be reduced to writing and furnished to the Union at least ten (10) work days in advance of their effective date. Additionally, work rules will be made available to each Bargaining Unit employee subsequent to the Union's review and prior to their effective date.

This Agreement, including its supplements and exhibits attached hereto (if any), concludes all primary negotiations between the parties during the term hereof and satisfies the obligation of the Employer and the Union to bargain during the term of this Agreement, except as otherwise provided in this Agreement. The Union acknowledges and agrees that the bargaining process, under which this Agreement has been negotiated, is the exclusive process for affecting terms and conditions of employment at both primary and secondary levels, and such terms and conditions shall not be addressed under Civil Service Rules and Regulations.

The parties agree that by mutual agreement they may reopen for negotiations any portions of this Agreement.

The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any negotiable subject or matter, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Article 7

UNION BUSINESS

SECTION 1. TIME OFF FOR UNION BUSINESS.

To the extent that attendance for Union business does not interfere with the Employer's operation, properly designated Union Representatives, regardless of shift assignment, shall be released and allowed time off without pay for legitimate Union business. Approval for such time off shall not be unreasonably denied.

Employees who have been granted time off without pay shall not earn annual, sick, or length of service credits during the time spent in authorized Union business. Such time off shall not be detrimental in any way to the employee's record. The parties agree to minimize time lost from work.

A properly designated Union Representative shall notify and receive approval from his/her supervisor on each occasion before engaging in Union business authorized by this Agreement. Such notice shall be furnished at least two (2) weekdays in advance of the date that work schedules must be established, except as mutually agreed to locally on a case-by-case basis.

In addition to the notice from the employee required above, the Union President or his/her designee shall also provide, at least two (2) weekdays in advance of the date that work schedules must be established, written notice containing the name(s) and Department/Agency affiliation of employees designated by the Union to attend such functions. In emergency situations, the Employer may authorize a variance from this procedural requirement.

No employee shall be entitled to be released and the Employer is under no obligation to permit repurchase of annual leave, pursuant to these provisions, unless designated by the Union President or his/her designee.

SECTION 2. UNION LEAVE.

Subject to the operational needs of the Employer, employees in this Bargaining Unit shall be released and permitted time off without pay during scheduled working hours for Union business.

Article 8

REPRESENTATION AND TIME OFF

SECTION 1. BARGAINING COMMITTEE.

Employees in the Bargaining Unit shall be represented by the Union in primary and secondary level negotiations in accordance with this Section.

A. Primary Negotiations.

The Primary Bargaining Committee shall be designated by the Union and shall consist of not more than seven (7) persons per session excluding non-State employees. State employee designations shall be provided to the State Employer in writing at least fourteen (14) days prior to the first negotiation session. Primary Bargaining Committee Representatives shall be employed in a classification in the Bargaining Unit. Each properly designated Bargaining Committee Representative shall be released for all approved time related to primary negotiations. Any pay provided by the Employer for primary negotiations is governed by Civil Service rules and regulations.

B. Secondary Negotiations.

The Secondary Bargaining Committee shall be designated by the Union and shall consist of not more than five (5) persons in the Unemployment Agency (hereinafter referred to as UA) and four (4) persons in the other Departments. Secondary Bargaining Committee Representatives shall be employed in a classification in the Bargaining Unit in such Department to which secondary negotiations pertain, except that in Departments other than UA, up to two (2) Secondary Bargaining Committee Representatives may be employed in another Department. Written notice of the names of unit employees designated by the Union shall be supplied to the relevant Departmental Employer at least seven (7) days prior to the first negotiating session. Each properly designated Bargaining Committee Representative shall be released for all approved time related to secondary negotiations. Any pay provided by the Employer for secondary negotiations is governed by Civil Service rules and regulations.

SECTION 2. UNION ACTIVITIES DURING WORKING HOURS.

Employees shall be released and allowed time off, subject to Civil Service Rules and Regulations, during working hours to attend grievance conferences, Labor-Management Meetings, committee meetings, and activities established by this Agreement, or meetings or conferences called or agreed to by the Employer or the Department of Civil Service (including the Civil Service Commission), if such employees are entitled by the provisions of this Agreement to attend such meetings by virtue of being Union representatives, Chief Stewards, Stewards, Alternate Stewards, witnesses, and/or grievants except in the case of emergency. Any pay provided by the Employer is governed by Civil Service rules and regulations. If an employee is not released to attend such meetings in accordance with the provisions of this Agreement, the Union may request the appropriate authority to postpone and reschedule such meeting. In those cases where the Union makes such a request, the Employer shall grant or concur in such request.

SECTION 3. GRIEVANCE REPRESENTATION.

The Chief Steward, Steward, or Alternate Steward in the jurisdictional area of the grievant are authorized to represent the grievant at Steps One (1) and Two (2) of the grievance procedure. Any pay provided by the Employer for grievance representation is governed by Civil Service rules and regulations. Beginning at Step Three (3), the Union may designate its Representative.

SECTION 4. JURISDICTIONAL AREAS.

The jurisdictional areas for Stewards, Alternate Stewards, and Chief Stewards shall be determined by the Union. Said Representatives shall be employed in the jurisdictional area for which they have responsibility.

In a jurisdictional area where no Steward or Alternate Steward has been selected, and in those cases when a Steward or Alternate Steward is not available (for example, the Steward or Alternate Steward is on vacation or ill), a Chief Steward, Steward, or Alternate Steward as designated by the Union may perform the representational activities authorized by this Agreement. The Union will make every effort to utilize a Steward from the geographically nearest work location.

The Union agrees to make a positive effort to select a Steward at all work locations.

SECTION 5. STEWARDS.

The Union may select Stewards and Alternate Stewards to represent employees in the Bargaining Unit. Stewards and Alternate Stewards shall be members of the Bargaining Unit.

SECTION 6. CHIEF STEWARDS.

The Union may select up to ten (10) Chief Stewards. The Union may designate eight (8) Stewards on a trial basis. The termination of such trial basis shall be at the discretion of the Union.

Chief Stewards shall be members of the Bargaining Unit.

SECTION 7. NOTICE TO THE EMPLOYER.

The Union shall furnish to the Appointing Authority and the State Employer in writing the names and jurisdictional areas of Chief Stewards, Stewards, and Alternate Stewards within sixty (60) days after the effective date of this Agreement. Any jurisdictional area changes, or changes in the above listing of Chief Stewards, Stewards, and Alternate Stewards shall be forwarded to the Appointing Authority and the State Employer by the Union in writing as soon as such changes are made operational.

SECTION 8. RELEASE OF UNION REPRESENTATIVES.

The Chief Steward, Steward, Alternate Steward, or other Union Representative shall first notify and receive approval from his/her supervisor before leaving his/her work to engage

in employee representational activities authorized by this Agreement. Such approval shall normally be granted. In the event that approval is not granted for the time requested by such Union Representative, the Union, at its discretion, may either request an alternate Union Representative or have the activity postponed and rescheduled. It is the Union's sole discretion to designate its representatives in accordance with this article. The Employer will make every effort to allow Union Representatives to be released for representational activities as early in the work shift as possible.

SECTION 9. ACCESS TO UNION REPRESENTATIVES.

An employee shall have reasonable access to Union representation during work hours to discuss rights and obligations provided for in this Agreement. Such discussions shall not disrupt the operations of the Employer.

When an employee desires access to a Union Representative during work hours, the employee shall notify his/her supervisor or designee, and such access shall be allowed within a reasonable length of time such that work operations are not disrupted. The Employer will make every effort to allow employees to obtain Union representation as early in the work shift as is possible.

Article 9

GRIEVANCE PROCEDURE

SECTION 1. PURPOSE.

The purpose of the grievance procedure contained in this Article shall be to provide an orderly system of resolving employee grievances in a timely manner consistent with the provisions of this Agreement. It is the intent of the parties that there shall be full discussion and consideration of grievances, based upon information available at the time of the grievance conference. The parties shall make a sincere and determined effort to settle meritorious grievances and keep the process free of unmeritorious grievances.

SECTION 2. GENERAL.

A grievance is a written complaint of violation of this Agreement or of any personnel policy, rule, regulation, procedure, condition of employment, or mutually accepted past practice alleged to be a violation of this Agreement, or a claim of discipline without just cause. In a grievance concerning past practice, mutuality shall be one of the issues for the Arbitrator if raised by either party.

Except as provided in Section 6 of this Article, an employee of the Bargaining Unit shall have the right to process a grievance through designated Union Representatives, or independently up through Step Two (2) provided that no discussion shall be had on the matter until the designated Union Representative has been afforded a reasonable opportunity to appear and present the Union's position at any grievance discussion. On grievances filed independently, the Union reserves the right to appeal to Step Three (3) if not satisfied with the Step Two (2) answer. Grievance settlements with unrepresented grievants shall not be inconsistent with the provisions of this Agreement.

When the Union through its designated representative accepts a written grievance settlement offer, processing the grievance shall end. No grievance settlement may be offered to a grievant unless the designated Union Representative is present. The Union may initiate a grievance alleging a violation in the application or interpretation of this Agreement.

Any resolution of a grievance prior to arbitration shall be without precedent unless otherwise agreed by the Union and the Employer. There shall be no appeal beyond Step Three (3) on initial probationary service ratings or dismissals of initial probationary employees which occur during or upon completion of the probationary period, except that grievances alleging prohibited discrimination against a probationary employee may be appealed by the Union to Step Four (4). Annual ratings are not appealable beyond Step Three (3). Counseling memoranda and reprimands are not appealable beyond Step Three (3).

The Union, the designated Union Representative(s), and the grievant(s) shall receive notice of the time and place of the mutually agreed upon grievance conferences, and shall have the right to appear and present the Union's position at such conferences (subject to limitations specified in Section 3 of this Article regarding group grievances and in Section 7 regarding the appearance of the grievant at Step Three (3)). At Step Three (3),

scheduling notices shall be issued at least fourteen (14) calendar days prior to the grievance conference date. The Employer need not notify the grievant if the Union has exercised its right to waive the grievant's attendance at the Step Three (3) conference and has so notified the Employer.

A copy of any grievance filed by a member of the Bargaining Unit shall be provided to the Union before the Step One (1) conference is held. The Union shall also be provided with all decisions and appeals of grievances filed by members of the Bargaining Unit.

The term "weekday" as used in this Article shall be defined as Monday through Friday inclusive, excluding holidays.

SECTION 3. GRIEVANCE PROCESSING.

Grievances shall be presented in writing to the designated Management Representative on a mutually agreed upon form, or by written memo, signed and dated by the grievant(s), indicating that it is a grievance. Receipt of such memo begins the time period for the Employer's response.

Prior to the scheduled meeting with management at each step of the grievance procedure, the grievant, if scheduled to attend the grievance conference, and his/her Union Representative, if a member of the Bargaining Unit, shall be permitted a reasonable amount of time, not to exceed one-half (1/2) hour for consultation and preparation for such grievance meetings. Any pay provided by the Employer for grievance processing is governed by Civil Service rules and regulations. In the UIA, nothing in this Section shall prohibit the continuation of present practices in regard to preparation for grievance conferences. Requests for time under this provision shall include the identification of the grievance for which preparation time is being requested and the estimated period of time necessary for such preparation. Overtime for participation in the grievance procedure is not authorized. The Employer is not responsible for any travel or subsistence expenses incurred by grievants, witnesses, or Stewards in participating in the grievance procedure. However, if the Employer requires a meeting location other than the grievant's scheduled work site, that location will be mutually-agreeable between the parties. No employee shall leave his/her workstation without first requesting and receiving approval of the immediate supervisor. Approval for and scheduling grievance meetings shall not be unreasonably denied.

Failure of the Employer to answer a grievance within the prescribed time limits shall result in the grievance being appealed to the next step of the grievance procedure providing the Union notifies the designated Management Representative at that next step within fifteen (15) weekdays of the expiration of the time limits for management's response at the lower level.

Time limits for scheduling grievance conferences, issuing grievance responses, and appealing to the next step may be extended by mutual agreement.

Grievances involving like circumstances and facts affecting a group of employees within the Bargaining Unit may, at the option of the Union, be filed as a group grievance. Group grievances shall be so designated at the time of filing. The group grievances shall, insofar

as possible, identify all employees and/or classifications and all work locations covered. No more than two (2) grievants may appear to represent the group at any step of the grievance procedure. Any pay provided by the Employer for grievance representation is governed by Civil Service rules and regulations. This shall not restrict the right of the Union to have necessary witnesses appear at Step Four (4).

A grievance shall state the issue involved, the relief sought, the date the incident or violation took place, and the Section(s) of the Agreement involved.

Only related subject matters shall be covered in any one grievance. A grievance may be amended at any time up to the conclusion of the Step Three (3) conference on the basis of facts previously unknown.

If a grievance appeal or response is mailed, it shall be considered as within the time limits if it is postmarked within the time limits.

At Step Two (2) and Step Three (3), up to two Union Representatives may appear at any conference or hearing to represent the grievant. Any pay provided by the Employer for grievance representation is governed by Civil Service rules and regulations.

SECTION 4. WITNESSES AND DOCUMENTS.

At least ten (10) calendar days before a scheduled arbitration, the parties shall exchange the names of witnesses each plans to call to testify.

The Employer agrees to release witnesses necessary for arbitration without loss of pay or benefits. Whenever possible, witnesses shall be placed on call and return to work upon completion of their testimony, in order to minimize time lost from work.

Upon request, the parties shall receive documents or records which the other intends to present at the arbitration.

Upon written request, the Union shall within a reasonable time receive specific documents or records available from the Employer not prohibited by law, and pertinent to the grievance at hand. Discretion permitted under the Freedom of Information Act shall not be impaired by this Section.

SECTION 5. RETROACTIVITY OF GRIEVANCE AWARDS.

Settlement of grievances may or may not be retroactive as the equities of the particular case may demand as determined by the Arbitrator. In any case where it is determined that the award should be applied retroactively, except for administrative errors relating to the payment of wages, the maximum period of retroactivity allowed shall be a date not earlier than one hundred and eighty (180) calendar days prior to the initiation of the written grievance.

SECTION 6. EXCLUSIVE PROCEDURE.

The grievance procedure set out in this Article shall only apply to and be exclusive for all grievances permitted under Civil Service Rules and Regulations. The grievance procedure set out above shall not be used for the adjustment of any dispute for which the Civil Service Rules or Regulations require the exclusive use of a Civil Service forum or procedure.

SECTION 7. GRIEVANCE STEPS.

In work locations where no Steward or Chief Steward is selected because the small number or scattered distribution of Bargaining Unit employees in that location does not warrant such selection, employees have the option of waiving Step One (1) and Step Two (2) and may file grievances directly at Step Three (3). In such cases, a Chief Steward, Steward, or Alternate Steward in the jurisdictional area where the conference is to be held shall be released to represent the grievant at Steps One (1), Two (2), or Three (3). Any pay provided by the Employer for grievance representation is governed by Civil Service rules and regulations. The parties may agree to schedule grievance conferences during non-work hours.

Subject to the objection of the other party, a grievance may be filed at any step of the grievance procedure if the issue is not capable of being settled at a preliminary step. Grievances involving involuntary demotions, suspensions, discharges, seniority, or layoff and recall actions, including recall of UI Examiners to temporary appointments or expiration of said temporary appointments pursuant to Article 13, Section 14 shall be filed directly at Step Three (3) of the grievance procedure, except that grievances involving recall of UI Examiners to temporary appointments or expiration of said temporary appointments pursuant to Article 13, Section 14, shall be filed directly at Step Two (2). Grievances involving scheduling and the return to furlough of permanent-intermittent employees pursuant to Article 19, Section 3, shall also be filed directly at Step Two (2).

Informal discussion of complaints between employees and/or Stewards and supervisors is encouraged prior to filing of written grievances.

Step One: All grievances shall be presented within ten (10) weekdays of the time the employee or the Union first became aware or, by the exercise of reasonable diligence, should have become aware of the cause of such grievance. The designated Management Representative shall meet with the grievant(s) and his/her Union Representative and attempt to resolve the grievance, and return a written response to the grievant(s) and his/her Union Representative within ten (10) weekdays of receipt of the written grievance from the grievant(s) or his/her Union Representative.

Step Two: If not satisfied with the Step One (1) answer, the grievance, to be considered timely, must be appealed to the designated Management Representative within ten weekdays from receipt of the answer to Step One (1). The designated Management Representative shall hold a grievance conference to discuss and attempt to resolve the grievance and return a written response within ten (10) weekdays of receipt of the written appeal from Step One (1). The grievant and authorized Union Representative(s) may participate in such conferences.

Step Three: If not satisfied with the Step Two (2) answer, the grievance, to be considered timely, must be appealed to the Departmental Appointing Authority or its designee within twenty-five (25) weekdays from receipt of the answer to Step Two (2). The designated Management Representative shall hold a grievance conference to discuss and attempt to resolve the grievance, and return a written response within twenty-five (25) weekdays of receipt of the written appeal from Step Two (2). The grievant and authorized Union Representative(s) may participate in such conferences. The Union, at its discretion, may waive the presence of the grievant at the Step Three (3) grievance conference.

Step Four: If not satisfied with the Employer's answer in Step Three (3), only the Union may appeal the grievance to binding arbitration, within thirty-five (35) weekdays of receipt of the Step Three (3) answer.

The appeal to arbitration will consist of a written notice to the Office of the State Employer and the affected Department. Within ten (10) weekdays of the receipt of the Union's notice, the Office of the State Employer shall request arbitration in accordance with the procedures specified herein.

Within thirty days after approval of this Agreement the Union and the Office of the State Employer shall simultaneously exchange the names of eight (8) labor arbitrators (who are members of the National Academy of Arbitrators, or on the American Arbitration Association, the Federal Mediation and Conciliation Service or Michigan Employee Relations Commission Rolls). Each party shall then have the right to strike five names from the other party's list. The remaining names shall be the pool of arbitrators to be used for all grievances. Any arbitrator nominated by both parties shall serve on the panel. Should a selected arbitrator decline to serve on the panel, the party proposing the name may submit another name of an arbitrator to be considered by the other party.

Once the panel is established the names will be listed in alphabetical order. Assignments shall be in a rotational order.

The Office of the State Employer shall provide copies of the request for arbitration to the affected Department and the Union. Each request for arbitration shall require that the Arbitrator schedule and hold the hearing within sixty (60) calendar days of receipt of the request for arbitration. The parties shall set aside normal business in order to schedule and hold the hearing within this time frame. By mutual written agreement, the parties may waive the sixty (60) calendar day time limit. Upon receipt of notice from the Arbitrator that the sixty (60) calendar day time limit cannot be met, the Office of the State Employer shall send a second request for arbitration to the next Arbitrator on the list.

The Arbitrator will conduct the hearing in accordance with the Commercial Arbitration Rules and Mediation Procedures of the Rules of the American Arbitration Association (AAA), except as otherwise provided for in this Agreement

The Arbitrator's authority will be confined to the specific written provisions of this Agreement. The Arbitrator shall have no authority to add to, subtract from, modify, ignore, or otherwise amend any term of this Agreement and Civil Service Rules or Regulations. The authority of the Arbitrator shall remain subject to and subordinate to the limitations

and restrictions on subject matters and personal jurisdiction in the Civil Service Rules and Regulations.

Employees who can provide relevant and material testimony shall be subject to subpoena by the Arbitrator.

Except as provided in the Civil Service Rules and Regulations, the Arbitrator's ruling will be binding on both parties.

During January of each year the Union has the right to remove one Arbitrator from the panel and the Office of the State Employer has the right to remove one Arbitrator from the panel. The Union and the Office of the State Employer will mutually agree upon the replacement Arbitrator(s).

Expedited Arbitration.

- a. An expedited arbitration system shall be used for all appeals to arbitration that involve the involuntary separation of an employee from state employment.
- b. The Arbitrator selected shall be requested to hear the case within forty-five (45) calendar days of being assigned the case. By mutual written agreement, the parties may waive the forty-five (45) calendar day time limit. Upon receipt of notice from the Arbitrator that the forty-five (45) day time limit cannot be met, the Office of the State Employer shall send a second request for arbitration to the next Arbitrator on the list.
- c. Briefs, if any, shall be filed simultaneously by the parties within fourteen (14) calendar days of the last day of the arbitration hearing.
- d. The decision of the Arbitrator shall be rendered within fourteen (14) calendar days of the closing of the record. By mutual agreement, the Arbitrator may issue a bench decision.

At the request of either party, including the State Employer, prior to a scheduled arbitration hearing, the parties shall convene a pre-arbitration conference. Such a conference will be for the purpose of clarifying and stipulating the issue(s) to be arbitrated, if possible; attempting to resolve the grievance; or for any other purpose mutually agreed to. Either party may propose a settlement of the disputed issue(s). If a settlement proposal is made, it shall be discussed and considered, but shall not be admissible at arbitration. The designated State Employer Representative, at his/her discretion, may participate in the conference. The party requesting a pre-arbitration conference shall make the request at least ten (10) weekdays prior to the scheduled hearing, unless mutually agreed otherwise in writing.

The expenses and fees of the Arbitrator and the cost of the hearings room, if any, excluding a court reporter if requested by only one of the parties, will be shared equally by the parties. If one party provides a copy of the transcript for the Arbitrator, they shall also provide a copy for the other party. Each party shall be responsible for the costs of its own representatives and witnesses. Any cancellation or rescheduling fees shall be the responsibility of the requesting party. In the event that both parties mutually request a cancellation or rescheduling, any associated costs shall be borne equally.

Upon mutual agreement of the parties, the services of a private umpire, arbitrator, the Federal Mediation and Conciliation Service, or the Michigan Employment Relations Commission may be used to resolve grievances at this step.

SECTION 8. ATTENDANCE AT GRIEVANCE CONFERENCES.

Any pay provided by the Employer for attendance at and reasonable travel time to grievance conferences and arbitration by grievants and Union Representatives authorized by this Agreement is governed by Civil Service rules and regulations. Union Representatives outside classified employment may attend grievance conferences and hearings at the Union's discretion. Where more than one (1) Union Representative is present, the Union shall designate a chief spokesperson. The parties may agree to schedule grievance conferences during non-work hours.

Article 10

MEETINGS

SECTION 1. LABOR-MANAGEMENT MEETINGS.

A. General.

Labor-Management Meetings shall be for the purpose of maintaining communications in order to cooperatively discuss and resolve problems of mutual concern to the parties. Items to be included on the agenda for such meetings are to be submitted at least seven (7) calendar days in advance of the scheduled meeting dates unless mutually agreed otherwise. Appropriate subjects for the agenda are:

- (1) Administration of the Agreement;
- (2) General information of interest to the parties;
- (3) Expression of employees' views or suggestions on subjects of interest to employees of the Bargaining Unit; employee job enrichment; and
- (4) Involvement of employees in relevant work place matters including health, safety, and workplace cleanliness and maintenance matters relating to the Bargaining Unit employees; and
- (5) Improvement in the quality of work life for employees in the Human Services Support Bargaining Unit.

The parties shall be prepared for and have authority to address issues on the agenda, based upon information provided about the nature and background of the issues prior to the meeting.

Such meetings shall not be considered negotiations, nor shall they be considered as a substitute for the grievance procedure.

B. Representation.

The Union shall designate representatives to Labor-Management Meetings in accordance with this Section. For meetings in the UIA, the President shall be entitled to designate up to four (4) representatives who shall be employed in this Bargaining Unit. In all other departments, the Union shall be entitled to designate up to three (3) representatives who shall be employed in this Bargaining Unit. At least one such representative shall be employed in the relevant Department.

C. Scheduling.

Labor-Management Meetings shall be scheduled upon request of either party, but not more frequently than monthly, except as may be mutually agreed on a case-by-case basis.

D. Pay Status of Designated Union Representatives.

Up to the limit established in this Article, properly designated Union Representatives to Labor-Management Meetings shall be permitted time off from scheduled work up to a maximum of eight (8) hours per meeting for necessary travel and attendance at such meetings. Any pay provided by the Employer for meeting attendance is governed by Civil Service rules and regulations. Overtime and travel expense are not authorized.

SECTION 2. STATE EMPLOYER.

As may be mutually agreed, the State Employer may meet with representatives of the Union. Discussions at these meetings shall include, but not be limited to, administration of the Agreement.

SECTION 3. SPECIAL CONFERENCES.

In the event that a situation arises which requires immediate discussion and action, a Special Conference shall be convened between the parties within two (2) weekdays.

Article 11
HEALTH AND SAFETY

SECTION 1. GENERAL.

The Employer shall make every reasonable effort to provide a safe and healthful place of employment free from recognizable hazards.

SECTION 2. PHYSICAL AND MENTAL HEALTH EXAMINATIONS.

Whenever the Employer requires an employee to submit to a medical examination or test, the Employer shall pay the entire cost of such services not covered by health insurance programs, provided that the employee uses the services selected by the Employer.

SECTION 3. DAMAGE AND/OR LOSS OF PERSONAL EFFECTS.

The Employer or insurance carrier will pay the cost of repairing or replacing personal effects (possessions owned by an employee) damaged or lost in the line of duty, in accordance with applicable laws and/or regulations of the State Administrative Board in effect on the effective date of this Agreement, or as subsequently improved.

SECTION 4. SPACE FOR PERSONAL EFFECTS.

Within budgetary and space limitations, the Employer shall provide secure storage space for wearing apparel and personal property of an employee. Details for providing such space shall be negotiated at the secondary level.

SECTION 5. PERSONAL INJURY.

When an employee, while on the job, has been assaulted, and when such assault results in an injury which requires the employee's absence from work as documented by a doctor's statement, the employee shall be placed on administrative leave from the time of injury through the end of the seventh (7th) calendar day subsequent to the assault. If an employee subsequently receives Workers' Compensation payments covering the same period of time, the employee shall turn over such Workers' Compensation payments to the Appointing Authority.

The prevailing practice regarding the payment of medical costs connected with such assault not covered by health insurance programs shall apply to employees in the Bargaining Unit.

If an employee, when not on official duty, is assaulted as a result of carrying out his/her official duties, the provisions of this Section shall apply.

SECTION 6. REHABILITATION.

The Union and the Employer recognize that less than satisfactory performance can be a consequence of behavioral difficulties attendant to physical, emotional or mental illness, substance abuse, or family and personal conflicts. Without diminishing the Employer's

right to discipline employees for just cause, the Employer shall maintain existing Employee Services Programs and/or advise employees relative to counseling and other reasonable or appropriate rehabilitation services available to employees. Appropriate consideration, prior to disciplinary determinations, shall be given to an employee's involvement in such programs.

SECTION 7. BUILDING LEASES.

The Employer shall provide copies of all current and future leases for State buildings to the Union.

SECTION 8. SECURITY GUARDS.

The Employer shall provide security guards at those work locations where it is necessary to do so.

The parties agree that this subject shall be reopened for negotiations at the request of either party with thirty (30) calendar days notice any time after three (3) months after the effective date of this Agreement.

SECTION 9. FIRST AID.

It is the expressed policy of the Employer and the Union to cooperate to promptly resolve health and/or safety problems in all work locations under the Employer's control.

The employer shall maintain at each work location first aid and universal precaution supplies and equipment in accordance with American Red Cross or other approved standards. Maintaining such supplies and equipment includes keeping supplies restocked.

The telephone numbers of the local fire department, police department, Emergency Medical Service (EMS) or municipal ambulance service, and other appropriate services shall be prominently posted.

SECTION 10. INSPECTIONS.

Whenever an inspector or investigator from any local, State or Federal governmental organization makes a safety or health inspection at a work location, the Union shall be notified as much in advance as possible by the Employer, inspector, or investigator. A local Union Representative, authorized by the Union, shall be released from work to accompany such inspector or investigator in his/her inspection. Any pay provided by the Employer is governed by Civil Service rules and regulations. Such Union official shall have full rights to ask questions and/or make appropriate statements pertaining to the subject inspection.

SECTION 11. CONFIDENTIALITY OF MEDICAL RECORDS.

To assure strict confidentiality, only authorized representatives of the Employer, or authorized Union Representatives, with the employee's written permission, shall possess or have access to any employee medical records, including sick leave affidavits, records prepared by a private physician, rehabilitation facility, or other resource for professional assistance. The employee shall submit medical records directly to the Appointing Authority. If the employee is not aware of who the Appointing Authority is, they should contact their Office of Human Resources to determine where their medical documentation should be submitted.

SECTION 12. HEALTH AND SAFETY SUBCOMMITTEES.

A Health and Safety Subcommittee shall report on issues of health and safety in accordance with Article 10, Section 1, at Labor-Management Meetings at the Department/Agency level. The establishment and operational details of such subcommittee shall be discussed at the Labor-Management Meeting.

The Employer and the Union agree to establish a joint Labor-Management Committee, which may include other SEIU Local Unions, to review issues and concerns regarding indoor air quality.

SECTION 13. EMPLOYEE SAFETY.

The Employer will notify the Union regarding any situation which presents immediate danger to a Bargaining Unit employee, and such employee(s) shall be either:

- A. Relocated (temporary transfer) to another work location; or
- B. Put on administrative leave until the work location has been made safe and healthful;
or
- C. The Employer shall immediately correct the dangerous situation.

SECTION 14. EMERGENCY AND EVACUATION PLANS.

The Appointing Authority shall provide the Union with copies of all current emergency and evacuation plans and shall also provide copies of such plans as they are changed and/or updated.

Such plans shall be posted at all work locations.

SECTION 15. COMPLIANCE LIMITATIONS.

The Employer's compliance with this Article is coextensive with the availability of funds required for such compliance. If the Employer is unable to meet the requirements of any Section of this Article due to lack of funds, the Employer shall make all reasonable effort to obtain the necessary funds.

SECTION 16. TELEPHONE HEADSETS.

Where telephonic headsets are utilized/required, employees will be assigned their own telephone headsets which are high quality and effective for employees, and will keep their own headsets within a work environment. When an employee leaves a work environment, they will return their headset to management, and will be assigned a reconditioned headset at the new work environment. The reconditioned headset will include new earmuffs and a new mouthpiece tube and which are high quality and effective for the employee(s).

Article 12

SENIORITY

SECTION 1. BENEFIT SENIORITY.

A. Definition.

For the purposes stated below, Benefit Seniority, also known as State Employment Seniority, shall consist of the total number of continuous service hours of an employee in the State classified employment. An employee shall accrue no more than a maximum of eighty (80) hours in a biweekly pay period. Benefit Seniority shall not be credited for time in non-career appointments, for lost time, suspension, leave of absence without pay, or layoff, except that school year employees in the Department of Education shall receive continuous service credit for the period of seasonal layoff.

B. Application.

Benefit Seniority (State Employment Seniority) as defined above shall be used for:

(1) Annual Leave Accrual.

Employees shall accrue annual leave as stated in Article 22, Section 15. If an employee leaves State employment and later is rehired, she/he shall accrue annual leave at the same rate as a new hire. However, once a rehired employee has been in pay status for five (5) years, all previous service time shall be credited for annual leave accrual.

(2) Longevity Pay.

Employees shall be entitled to receive longevity pay as stated in Article 22, Section 23. If an employee leaves State classified employment and later is rehired, she/he shall not receive longevity pay until she/he has been in pay status for five (5) years. After five (5) years, she/he shall receive all previous service time credit for longevity pay.

SECTION 5. SENIORITY LISTS.

A. Master Seniority List.

The Employer shall furnish to the Union in April and October, without cost to the Union, a Master Seniority List of all employees in the Bargaining Unit. This report shall contain process level (Department and Agency), TKU, job code description (class and level), and continuous service hours of all employees on the payroll on the preparation date. This report shall be provided in electronic format. The Employer agrees to provide information to enable the Union to use the electronic reports.

B. Layoff Unit Seniority Lists.

The Employer shall furnish to the Union, without cost to the Union, during the first week of the first full pay period in April and October, a Layoff Unit Seniority List by layoff unit, indicating the employees' names, identification numbers, class/level, continuous service hours, TKU, work status, active and approved leave of absence with expiration date of leave of absence, and whether the employee is temporary, seasonal, or probationary. This report shall be provided in electronic format. The Employer agrees to provide information to enable the Union to use the electronic reports.

In the event the seniority list being used to implement a reduction in force is different from the most recent seniority list provided to the Union in accordance with this Subsection, upon request by the Union, the Employer shall furnish without cost to the Union such list within a reasonable period of time.

C. Recall Cards/Lists/Forms.

The Union shall have reasonable access to the Recall Lists. If an agency uses recall cards or forms, the Union shall also have reasonable access to them, upon request.

The right of access to the cards/lists/forms by the Union in no way affects the Employer's right to implement the recall of Bargaining Unit employees.

Article 13

LAYOFF AND RECALL

SECTION 1. LAYOFF AND RECALL INFORMATION TO UNION.

Upon request, the Employer shall provide to the Union President copies of seniority list(s) which are used to determine the employees who are to be laid off. Upon request, the Employer shall provide to the Union President or his/her designee access to recall cards/lists as provided for in this Agreement.

Article 14
TRANSFER

SECTION 1. TRANSFER INFORMATION TO UNION.

Upon request, the Employer shall provide to the Union President or his/her designee access to transfer list(s).

Article 15

HOURS OF WORK AND OVERTIME

SECTION 1. BIWEEKLY WORK PERIOD.

The work period is defined as hours of work within the fourteen (14) consecutive calendar days which coincide with current biweekly pay periods.

SECTION 2. WORK DAYS.

The work day shall consist of an assigned shift within twenty-four (24) consecutive hours commencing at 12:01 a.m.

SECTION 2. WORK SCHEDULES.

Work schedules are defined as an employee's assigned shift, work days, and days off.

SECTION 4. MEAL PERIODS.

Those employees who regularly receive an unpaid meal period, and are required to work or be at their work assignments and are not relieved for such meal periods, shall have such time treated as hours worked for the purpose of computing overtime.

SECTION 5. CALL BACK.

Call back is defined as the act of contacting an employee at a time other than regular work schedule and requesting that the employee report for work and be ready and able to perform assigned duties. Employees who are called back and whose call back time is contiguous to their regular working hours will be paid only for those hours worked. Employees who are called back and whose call back hours are not contiguous with their regular working hours will be guaranteed a minimum of four (4) hours' compensation. Call back time will be paid at the premium rate, provided that the called back employee has worked more than eight (8) hours in that day or forty (40) hours in that calendar week work period.

In the event the Employer intends to implement on-call provisions, the Employer shall notify the Union and bargain over such conditions of employment.

SECTION 6. DEFINITIONS.

A. Overtime.

Overtime is authorized time that an eligible employee works in excess of eight (8) hours in a day or forty (40) hours in a calendar week work period. For an employee on an alternate work schedule pursuant to Section 8, overtime is authorized time worked in excess of the regular work day or forty (40) hours in a calendar week work period.

B. Regular Rate.

The employee's prescribed hourly rate of pay, including any applicable shift differential, and on-call pay.

C. Premium Rate.

One and one-half (1½) times the employee's regular rate.

SECTION 7. OVERTIME COMPENSATION.

The Employer agrees to compensate employees at the premium rate in cash payment for all hours of work time in excess of eight (8) hours per day or forty (40) hours per calendar week. For employees on an alternate work schedule pursuant to Section 8, the Employer agrees to compensate employees at the premium rate in cash payment for all hours of work time in excess of the regular work day or forty (40) hours in a calendar week work period. "Hours of work time" for purposes of overtime compensation shall not include sick leave, annual leave, union leave, , or compensatory time used.

SECTION 8. COMPENSATORY TIME.

In the event that the Employer wishes to initiate a system, the Employer shall notify the Union and negotiate.

SECTION 9. PYRAMIDING.

Premium payment shall not be duplicated (pyramided) for the same hours worked.

Article 16

LEAVES

SECTION 1. ANNUAL LEAVE APPLICATION.

Consistent with the operational needs of the Appointing Authority, annual leave shall be granted at such time during the year as requested by the employee in the order received. Annual leave may be used only with prior supervisory approval.

Paid service in excess of eighty (80) hours in a biweekly work period shall not be counted for annual leave accrual.

All requests for annual leave by HSS members shall be submitted in writing for approval by his/her supervisor.

Requests for annual leave of less than one (1) week will normally be submitted to the supervisor for approval or disapproval at least two (2) days before the desired leave time, unless circumstances prevent the employee from making such request at least two (2) days before the desired leave time.

An employee on annual leave who becomes ill or is injured and who thereby requires medical treatment may convert such period of time to sick leave with verification if requested. In the event of illness, injury, or death of a person for which sick leave could normally be used in accordance with Section 3 of this Article, an employee on annual leave may convert such time to sick leave.

SECTION 2. SICK LEAVE APPLICATION.

Sick leave may be used by an employee for:

- A. Illness, disability, or injury of the employee, or exposure to contagious disease endangering others, any of which necessitates the employee's absence from work;
- B. Appointments with a doctor, dentist, or other professional medical or recognized practitioner to the extent of time required to keep such appointments;
- C. In the event of illness, injury, or death in the immediate family which necessitates the employee's absence from work. Immediate family shall be spouse, parent(s) or foster parent(s), children, foster children, stepchildren, brother(s), sister(s), parent(s)-in-law, grandparent(s), grandchildren, or any person for whose financial or physical care the employee is principally responsible.
- D. The period of time utilized for health screening purposes at an authorized Employer-operated health screening unit.

All sick leave used shall be certified in writing by the employee(s) and verified by such other evidence when required by the Employer. Detailed information pertaining to the reason for sick leave usage is subject to Article 11, Section 11 and need not be specified in the Employer's timekeeping system (i.e. it is sufficient to record "illness" but not the

specific nature of the illness, or to record “attending a funeral” but not the name of the deceased). Falsification of such evidence shall be cause for discipline up to and including dismissal.

Annual leave may be substituted for sick leave at the discretion of the employee within the pay period during which it was used.

SECTION 3. LEAVES OF ABSENCE.

Appointing Authority determinations under this Section shall not be arbitrary, discriminatory, or capricious.

A. Eligibility.

An employee shall have the right to request a leave of absence without pay in accordance with the provisions of this Section after the successful completion of his/her initial probationary period.

B. Requests.

A request for a leave of absence without pay shall be submitted in writing, on a leave of absence form if available, by the employee to the employee’s immediate supervisor at least thirty (30) calendar days in advance of the proposed commencement date of the leave of absence being requested, except under emergency circumstances. Such request shall state the reason for and the length of the leave of absence being requested.

The Appointing Authority shall furnish a written response as follows:

- (1) Requests for a leave of absence not exceeding one (1) month shall be answered within ten (10) calendar days.
- (2) Requests for a leave of absence exceeding one (1) month shall be answered within twenty (20) calendar days.

C. Approval.

Except as otherwise provided in this Agreement, an employee may be granted a leave of absence without pay by the Appointing Authority for a period up to six (6) months. The Appointing Authority shall consider its operational needs, the employee’s length of service, performance record, and leave of absence history in reviewing requests for a leave of absence. Upon bona fide mitigating circumstances, a leave of absence may be extended beyond six (6) months, except as otherwise provided in this Article.

An employee may elect in writing at the time a leave is requested to carry a balance of annual leave not to exceed eighty (80) hours during a leave of absence. An annual leave balance in excess of eighty (80) hours, up to a maximum of two hundred and forty (240) hours, may be carried with the written approval of the Appointing Authority. Such leave balances shall be made immediately available to the employee upon

return from a leave of absence. Payment for annual leave due an employee who does not return from a leave of absence shall be at the employee's last rate of pay.

D. Types of Leaves of Absence.

(1) Educational.

The Appointing Authority may approve an individual employee's written request for full-time educational leave of absence for an initial period of time up to one (1) year. Such request will be answered in writing within thirty (30) calendar days stating approval or denial (with an explanation). Before the approved leave of absence can become finally effective, a curriculum plan and proof of full-time enrollment must be submitted by the employee to the Appointing Authority. At the request of the Appointing Authority, the employee shall provide evidence of continuous, successful full-time enrollment in such curriculum plan in order to remain on or renew such leave. Such education shall be directly related to the employee's field of employment. Such employee may return early from such a leave upon approval by the Appointing Authority.

(2) Medical.

Upon depletion of accrued sick leave, an employee, upon request to his/her Appointing Authority, shall be granted a leave of absence, including necessary extensions, for a period of up to six (6) months, upon providing required medical information, for personal illness, injury, or temporary disability necessitating his/her absence from work if that employee is in satisfactory employment status. This guarantee shall only apply when the employee has had less than six (6) months medical leave of absence within the preceding five (5) years. Time off on medical leave of absence due to pregnancy shall not be counted against the guarantee. Employees who apply for a medical leave of absence subsequent to the effective date of this Agreement shall have the balance of their six (6) month guarantee adjusted by removing any medical leave of absence due to pregnancy that was deducted from the guarantee. An employee whose leaves including any extensions total less than six (6) months during the five (5) year period shall be granted a subsequent leave(s) up to a cumulative total of six (6) months within such five (5) year period.

In all other cases, an employee in satisfactory employment status may be granted such leave by the Appointing Authority. Such leaves may be granted after the exhaustion of the employee's sick leave for a period of up to six (6) months upon providing the required medical information. The employee's request shall include a written statement from the employee's physician indicating the specific diagnosis and prognosis necessitating the employee's absence from work and the expected return to work date.

The Appointing Authority, in considering requests for leaves outside of the guarantee provided above, shall exercise discretion based on the circumstances related to the leave request on a case- by-case basis. In doing so, the Appointing Authority will consider its operational needs, the employee's work record, and

verifiable medical information that the employee can return at the end of the extension period with the ability to perform his/her job duties. The employee or the Union may request an explanation of the reason for a denial of an extension of medical leave. Requests for medical leave of absence after return from injury or illness due to complications and/or a relapse shall be considered as a medical leave extension request provided that this type of extension is requested within sixty (60) days of return from original leave.

Prior to return to work from a medical leave of absence, the employee will be required to present medical certification of his/her fitness to resume performing his/her job duties. In the event the Appointing Authority requires a second opinion, the Appointing Authority reserves the right to have the employee examined by a physician selected and paid by the Appointing Authority for the employee's initial request, extension, and/or return to work.

(3) Military.

Whenever an employee enters into the active military service of the United States, the employee shall be granted a military leave as provided under Civil Service Rules and Regulations and applicable Federal statutes.

(4) Union.

The Appointing Authority shall approve a request for a leave of absence for an employee upon written request of the Union and of the employee subject to the following limitations:

- a. The request shall be made to the employee's Appointing Authority and shall indicate the purpose of the requested leave of absence.
- b. If the requested leave of absence is for the purpose of permitting the employee to serve in an elected or appointed office with the Union, the request shall state what the office is, the term of such office and its expiration date. This leave shall only cover the period from the initial date of election or appointment through the expiration of the first full term of office.
- c. If the requested leave of absence is for the purpose of permitting the employee to serve as an employee of the Union, such leave shall be for a minimum of six (6) weeks renewable upon request but shall not exceed three (3) years.

(5) Waived Rights.

The Appointing Authority shall grant a waived rights leave of absence, upon request, to an employee in those situations where an employee must leave his/her position for reasons beyond his/her control and for which a regular leave of absence is not granted. Such employee does not have the right to return to State service at the expiration of a waived rights leave of absence but shall have the continuous nature of his/her service protected provided she/he returns to work prior to the expiration of such leave. All requests for a waived rights leave of

absence must be made to the employee's Appointing Authority in writing specifying the reason for the request. An employee granted a waived rights leave of absence may not carry any annual leave balance during such leave. The employee shall receive and be required to sign a written explanation concerning the conditions of a waived rights leave of absence.

(6) Parental.

Upon written request to the Appointing Authority, an employee shall, after birth of his/her child or upon adoption of a child, be granted a parental leave of up to one (1) year with the option of up to an additional one (1) year extension. The employee may return early from such leave upon 30 days prior notice to the Appointing Authority.

(7) Family and Medical Leave Act.

- a. Employee Rights. Rights provided to employees under the terms of this collective bargaining agreement are not intended to be diminished by this section. Contract rights relating to leaves of absence under the collective bargaining agreement shall not be reduced by virtue of implementation of the provisions of the Act. Neither the collective bargaining agreement nor this section is intended to diminish any employee's rights under the Act.
- b. Employer Rights. The rights vested in the Employer under the Act must be exercised in accordance with the Act unless modified by the provisions of the collective bargaining agreement.
- c. Computation of the "twelve month period". The parties agree that an eligible employee is entitled to a total of twelve (12) work weeks of FMLA leave during the twelve (12) month period beginning on the first date the employee's parental, family care, or medical leave is taken; the next twelve (12) month period begins the first time leave is taken after completion of any twelve (12) month period.
- d. Qualifying Purpose. The Act provides for leave with pay using applicable leave credits or without pay for a total of twelve (12) work weeks during a twelve (12) month period for one or more for the following reasons:
 1. Because of the birth of a son or daughter of the employee and in order to care for such son or daughter ("parental leave");
 2. Because of the placement of a son or daughter with the employee for adoption or foster care ("parental leave");
 3. In order to care for the spouse, son, daughter, or parent of the employee, if such spouse, son, daughter or parent has a serious health condition as defined in the Act ("family care leave");

4. Because of a serious health condition, as defined in the Act, that makes the employee unable to perform the functions of the position of the employee (“medical leave”).
- e. Department of Labor Final Regulations and Court Decisions. The parties recognize that the U.S. Department of Labor has issued its final regulations implementing the Act effective April 6, 1995. However, the Employer may make changes necessitated by any amendments to the Act and regulations or subsequent court decisions. The Employer shall provide timely notice to the Union and opportunity for the Union to meet to discuss the planned changes. Such discussions shall not serve to delay implementation of any changes mandated by law. Planned changes shall not reduce contractual leave rights provided in the collective bargaining agreement.
- f. Complaints. Employee complaints involving the application or interpretation of the FMLA or its Regulations are not grievances under the collective bargaining agreement. Any such complaints may be filed by an employee directly with the employee’s Appointing Authority. The Union may, but is not obligated to, assist the employee in resolving the employee’s complaint with the employee’s Appointing Authority. Grievances alleging paid or unpaid leave contract violations shall continue to be filed in accordance with the contractual grievance procedure. However, an arbitrator shall not have authority to interpret the provisions of the Act.
- g. Eligible Employee. For purposes of FMLA leave entitlement, eligible employees are those employees who have been employed by the Employer for at least twelve (12) months and have worked at least 1,250 hours in the previous twelve (12) months. An employee’s eligibility for contractual leaves of absence remains unaffected by this section; however, such leaves will count towards the employee’s FMLA Leave entitlement, as provided in this section, after the employee has been employed by the Employer for at least twelve (12) months and has worked 1,250 hours during the previous twelve (12) month period. For purposes of FMLA leave eligibility, “employed by the Employer” means “employed by the State of Michigan.” Hours worked is intended to include union leave or union-reimbursed leave used by a Union representative during his/her regular work hours. Hours worked is not intended to include time spent on union business and union activity conducted outside the Union representative’s regular work hours.
- h. Twelve Work Weeks During a Twelve Month Period. An eligible employee is entitled under the Act to a combined total of twelve (12) work weeks of FMLA leave during a twelve (12) month period.
- i. General Provisions.
 1. It is understood that when an employee uses his/her entitlement to FMLA leave, the amount of time used under the FMLA shall count toward the employee’s right to a like type of contractual leave of absence as indicated below:

FMLA Leave Type:	Contractual Leave Type:
Birth or Adoption	Parental Leave
Foster Care Placement	None
Care of Spouse, Son, Daughter or Parent	None
Medical Leave for Self	Up to Six (6) Months of Medical Leave of Absence in a Five (5) Year Period

2. Employees may request and shall be allowed to use accrued annual or personal leave, deferred hours, or compensatory time to substitute for any unpaid FMLA leave.
 3. The Employer may designate a Leave of Absence under Plan C of the Voluntary Work Schedule Adjustment Program (“VWSAP”) as an FMLA leave if the employee provides information to the Employer in accordance with the Act that the leave is for a qualifying purpose under the Act. A Plan A reduced work schedule under the VWSAP may be designated by the Employer as an FMLA leave, if the employee provides information to the Employer that the leave is for a qualifying purpose under the Act. Only leave that is for a qualifying purpose under the Act will be counted toward the employee’s FMLA leave entitlement.
 4. Employees may request and shall be allowed to use accrued sick leave to substitute for unpaid FMLA leave for the employee’s own serious health condition or serious health condition of the employee’s spouse, child, or parent. Article 16, Section 3 rights shall continue as provided in the collective bargaining agreement.
 5. The Employer may temporarily reassign an employee to an alternative position at the same classification and level with equivalent pay when it is necessary to accommodate an intermittent leave or reduced leave schedule requested by the employee in accordance with the Act. Upon completion of an intermittent leave or reduced leave schedule, employees shall be returned to the position they held prior to their temporary reassignment pursuant to the FMLA.
 6. Second or third medical opinions, at the Employer’s expense, may be required from health care providers when the employee requests a leave which is designated as counting against an employee’s FMLA family care or medical leave entitlement in accordance with the Act.
 7. Return to work from an FMLA leave will be in accordance with the provisions of the Act and the collective bargaining agreement.
- j. Insurance Continuation. Health Plan benefits will continue in accordance with the Act. Negotiated insurance coverages and benefits will continue as provided in the collective bargaining agreement for employees on contractual leave.

- k. Medical Leave. Up to twelve (12) work weeks of paid or unpaid medical leave during a twelve (12) month period, granted pursuant to the collective bargaining agreement, may count towards an eligible employee's FMLA leave entitlement.

- l. Annual Leave. When an employee requests to use annual or personal leave and it is determined, based on information provided to the Employer in accordance with the Act that the time is for a qualifying purpose under the Act, the Employer may designate the time as FMLA leave and it will be counted against the employee's twelve (12) work week FMLA leave entitlement if the time is either:
 - 1. To substitute for an unpaid intermittent or reduced leave schedule; or
 - 2. When the absence from work is intended to be for five (5) or more consecutive work days.

Only leave that is for a qualifying purpose under the Act will be counted toward the employee's FMLA leave entitlement. Where an employee has not requested the use of annual or personal leave, the Employer will not require use of such paid leave time to substitute for an unpaid FMLA leave.

- m. Sick Leave. An employee may request to use sick leave to substitute for unpaid leave taken for a qualifying purpose under the Act. Contractual requirements that employees exhaust sick leave before a medical leave commences shall continue. An employee requesting an FMLA family care leave must first exhaust his/her sick leave credits. If it is determined, based on information provided to the Employer in accordance with the Act that the sick leave time is for a qualifying purpose under the Act, the Employer may designate the sick leave time as FMLA leave and it will be counted against the employee's twelve (12) work week FMLA leave entitlement if the time is either:
 - 1. To substitute for an unpaid intermittent or reduced leave schedule; or
 - 2. When the absence from work is intended to be for five (5) or more consecutive work days.

Annual leave or personal leave used at the employee's request and in accordance with current practice, in lieu of sick leave, may be likewise counted. Only leave that is for a qualifying purpose under the Act will be counted toward the employee's FMLA leave entitlement.

An employee must first exhaust sick leave credits down to 80 hours before an FMLA family care leave commences.

- n. Parental Leave. Except as specifically provided herein, contractual parental leave guarantees are unaffected by implementation of FMLA. Contractual parental leave extensions beyond twelve (12) months shall be administered as provided in the collective bargaining agreement. An employee's entitlement to FMLA parental leave will expire and must conclude within twelve (12) months after the birth, adoption, or foster care placement of a child. In accordance with

the Act, an eligible employee is only entitled to twelve (12) work weeks of leave for foster care placement of a child. Up to twelve (12) work weeks of parental leave will be counted towards the FMLA leave entitlement. An employee may request to substitute annual or personal leave for any portion of the unpaid FMLA parental leave. Intermittent or reduced leave schedules may only be taken with the Employer's approval.

SECTION 4. ANNUAL LEAVE DONATIONS.

Upon employee request, annual leave credits may be transferred to other employees under the following conditions:

- A. The receiving employee has successfully completed his/her initial probationary period and faces financial hardship due to serious injury or the prolonged illness of the employee or his/her spouse, dependent child or parent or for bereavement leave for the death of a spouse, dependent child, parent, sibling, or grandparent. "Financial hardship" is met when the receiving employee is facing forty (40) or more hours without pay; however, the Office of the State Employer may determine whether a financial hardship exists on a case-by-case basis.
- B. The receiving employee has exhausted all leave credits.
- C. The receiving employee's absence has been approved.
- D. An employee may receive a maximum of thirty (30) work days by direct transfer of annual leave from employees within his/her employing department during a calendar year.
- E. An employee in this bargaining unit may receive a maximum of thirty (30) work days from the leave bank from employees within his/her bargaining unit during a calendar year. The thirty (30) day maximum will be reduced by any hours received through direct transfer.
- F. All annual leave donation request forms must be received by the appointing authority and/or the office of the state employer prior to the employee's return to work from their approved leave of absence.

The right to donate hours and receive hours through direct transfer is not limited to employees in this Bargaining Unit. However, annual leave cannot be donated across departmental lines.

The right to donate annual leave hours is as follows:

- A. The maximum annual leave donation in a calendar year will be for a maximum of forty (40) hours and donations shall be in whole hour increments.
- B. Employee donations are irrevocable.

C. Donations to the leave bank may be made at any time. A direct transfer of annual leave may occur at any time.

The Office of the State Employer and HSS Unit of SEIU Local 517-M shall each designate one representative to review requests and determine eligibility to receive annual leave donations.

This Section shall be effective as soon as administratively feasible after Civil Service Commission approval.

SECTION 5. BANKED LEAVE TIME.

Accumulated Banked Leave Time (BLT) may be used by an employee in the same manner as regular annual leave. Accumulated BLT hours shall not be counted against the employee's regular annual leave cap, known as Part A hours. Before incurring unpaid VWSAP Plan A or VWSAP Plan C hours all BLT hours must be exhausted. The employee must exhaust all BLT hours prior to being considered for any annual leave donation.

Upon an employee's separation, death or retirement from State service, unused BLT hours shall be contributed by the State to the employee's account within the State of Michigan 401(k) plan, and if applicable to the State of Michigan 457 plan. Such contribution shall be treated as non-elective Employer contributions, and shall be calculated using the product of the following: (i) the number of BLT hours and, (ii) the employee's base hourly rate in effect at the time of the employee's separation, death, or retirement from state service.

Note: see Appendix C-1 for additional background information on this program.

Article 17

PERSONNEL FILES

SECTION 1. GENERAL.

There shall be only one official personnel file maintained for an employee. For purposes of record keeping, copies of information contained in the official personnel file may be kept at the employee's work location. Upon an employee's relocation to another work location, his/her local file shall be transferred to the employee's new work location. Material pertaining to an employee's behavior, performance, and/or of a disciplinary nature shall be identical in both the local and the official files. Under no circumstances shall an employee's medical file be contained in the employee's personnel file; however, records of personnel actions based upon medical information may be kept in the personnel file. Grievance forms and decisions shall not be contained in an employee's personnel file. All material placed in a personnel file shall either be signed by the employee indicating receipt of a copy of same or routinely supplied to the employee.

If an employee disagrees with anything contained in his/her personnel file, the employee may seek removal or correction of same. If no agreement is made to remove or correct the information, the employee may submit a written statement explaining his/her position, and it shall be entered into the file. Such employee statement shall remain in the personnel file as long as the information to which it refers is part of the file.

SECTION 2. ACCESS.

Access to individual personnel files shall be restricted to authorized Management personnel, the employee, and/or the Union Representative when authorized in writing by the employee. An employee shall have the right, upon request, to review his/her personnel file and may be accompanied by a Union Representative if she/he so desires. Upon request, the Employer shall make copies of documents in a personnel file and furnish such copies to the employee or his/her Union Representative when authorized in writing by the employee.

SECTION 3. EMPLOYEE NOTIFICATION.

A copy of any disciplinary action or material related to employee performance which is placed in the personnel file shall be provided to the employee (the employee so noting receipt, or the supervisor noting failure of the employee to acknowledge receipt) or sent by certified mail, return receipt requested, to the employee's last address appearing on the Employer's records.

SECTION 4. NON-JOB-RELATED INFORMATION.

Detrimental information not related to the employment relationship shall not be placed in an employee's personnel file(s).

SECTION 5. REMOVAL OF RECORDS.

Records of disciplinary actions, reprimands, or less than satisfactory service ratings shall be removed from an employee's file twenty-four (24) months following the date on which the action was taken or the rating issued, provided that the employee has not received a less than satisfactory service rating or has not been the subject of disciplinary action for the same or similar reasons during such twenty-four (24) month period. Counseling memoranda shall similarly be removed twelve (12) months following the date of issuance, provided that the employee has not received a less than satisfactory service rating, been the subject of disciplinary action, or received further formal counseling for the same or similar reasons during such twelve (12) month period.

These provisions shall not prohibit the Employer from maintaining records of disciplinary action arising out of violations of prohibited practices as defined in Civil Service Rules and regulations. Nothing in these provisions is intended to prohibit the Employer from retaining and using records, even if "outdated," as evidence in defending against claims of unlawful discrimination by the Employer, the State, or its Departments/Agencies.

Any outdated material improperly placed or not removed timely shall not be used subsequently in any proceeding or in a selection process concerning the employee.

Within ninety (90) days of the effective date of this Agreement, the parties agree to establish the procedures for the removal and storage of outdated official personnel records.

SECTION 6. RIGHT TO KNOW ACT.

The parties incorporate herein by reference the provisions of the Employee Right To Know Act, MCL 423.501 et. Seq., and agree that they shall abide by the terms thereof in administering this Agreement.

SECTION 7. MAINTENANCE OF PAST PRACTICES.

All current procedures, practices, and conditions pertinent to personnel files in effect on the effective date of this Agreement, except as altered herein, shall be maintained during the term of this Agreement.

Article 18

COUNSELING AND DISCIPLINARY ACTION

SECTION 1. COUNSELING.

A. Informal Counseling.

An employee shall not have the right to Union representation during informal counseling.

Informal counseling may be undertaken when, in the discretion of the Employer, it is deemed necessary to improve performance, instruct the employee, and/or attempt to avoid the need for disciplinary measures. Informal counseling will not be recorded in the employee's personnel file. The Employer will explain the basis of the informal counseling at this meeting and the employee will be afforded an opportunity to ask questions at that time.

B. Formal Counseling.

A Union representative may attend formal counseling provided that the Employer and the Union are in mutual agreement about having the Union representative attend.

When, in the judgment of the Employer, formal counseling is necessary, it may be conducted by an appropriate supervisor. Formal counseling may include a review of applicable standards and policies, actions which may be expected if performance or conduct does not improve, and a reasonable time period established for correction and review. A narrative description of formal counseling will be prepared on a Record of Counseling or in memo form, a copy of which will be given to and signed for by the employee and a copy kept in the employee's personnel file. The employee's signature indicates only that the employee has received a copy, shall not indicate that the employee necessarily agrees therewith, and shall so state on the document. The distinction between informal and formal counseling shall be maintained and a counseling memo, if any, shall be considered formal. Formal counseling is grievable in accordance with Article 9 through Step Three (3).

C. Relationship to Disciplinary Action.

Neither performance review, informal nor formal counseling shall be considered as punitive/disciplinary action nor as prerequisites to disciplinary action. Formal counseling may not be introduced in a disciplinary conference or proceeding, except to demonstrate, if necessary, that an employee knew or knows what is expected of him/her. Nothing in this Article shall prohibit the Employer from taking disciplinary action without the necessity of prior informal or formal counseling against an employee who, in the judgment of the Employer, commits a sufficiently serious offense.

SECTION 2. DISCIPLINARY ACTION.

The parties recognize the authority of the Employer to reprimand in writing, suspend, discharge, or take other appropriate disciplinary or corrective action against an employee for just cause.

Allegations or other assertions of failure of proper employee conduct or performance are not charges, but constitute a basis for appropriate investigation by the Employer. Whenever an employee is formally charged with a violation of any obligation, rule, regulation, or policy, the employee shall be notified in writing of the claimed violation and disciplinary penalty therefore. Any employee who alleges that disciplinary action is not based upon just cause may appeal such action in accordance with Article 9, Grievance Procedure. Reassignment of an employee at the same level, and work location if feasible, incidental to a disciplinary action upheld or not appealed shall not be prohibited or appealable, provided the possibility of such reassignment was stated to the employee in the notice of disciplinary action. However, the Employer retains the option to reassign as part of the administration of discipline for just cause.

Any performance evaluation, formal counseling, reprimand, or document to which an employee is entitled under this Agreement shall not be part of the employee's official record until the employee has been offered or given a copy.

The parties agree that disciplinary action must be supported by timely and accurate investigation. An employee shall be given the opportunity to give prompt, full, and accurate answers, to the extent possible, to questions put to him/her by the Employer concerning any matter regulated by the Employer, related to conduct or performance, or which may have a bearing upon the employee's fitness, availability, or performance of duty.

Whenever it is determined that disciplinary action is appropriate, a disciplinary conference shall be held with the employee at which the employee shall be entitled to Union representation. The Union Representative must be notified and requested by the employee. No disciplinary conference shall proceed without the presence of a requested Union Representative. The employee shall be informed of the nature of the charges against him/her and the reasons that disciplinary action is intended or contemplated. Questions by the employee or Union Representative will be fully and accurately answered at such meeting to the extent possible. Response of the employee, including his/her own explanation of an incident if not previously obtained, or mitigating circumstances, shall be received by the Employer. The employee shall have the right to make a written response to the results of the disciplinary conference which shall become a part of the employee's file.

The employee shall be given and sign for a copy of the written notice of charges and disciplinary action if determined. Where final disciplinary action has not been determined, the notice shall state that disciplinary action is being contemplated. The employee's signature indicates only that the employee received a copy, shall not indicate that the employee necessarily agrees therewith, and shall so state on the form. If the employee refuses to sign, the supervisor will write "Employee refused to sign" and sign his/her own name with the date. A witness signature should be obtained under this circumstance.

An employee shall be entitled to the presence of a designated Union Representative, if she/he requests one, at any meeting at which disciplinary or any adverse action may or will take place, or at an investigatory interview of the employee by the Employer related to one or more specific charges of misconduct by the employee. If an employee is to be represented at a scheduled meeting by an attorney, the employee or the Union shall give as much notice as possible to the Employer. It is agreed that where disciplinary or adverse action is intended as the subject of a meeting, or where such action will result directly and immediately depending upon the content of the meeting, representation is allowed.

In any investigatory interview with an employee where the employee has been suspended (with or without pay) or transferred from the employee's regular job assignment, the employee shall have the right to Union representation.

Nothing in this Article shall prohibit the Employer from the imposition of an emergency disciplinary suspension and/or removal of an employee from the premises in cases where, in the judgment of the Employer, such action is warranted. As soon as practicable thereafter, the disciplinary conference procedures described herein shall be undertaken and completed. An Appointing Authority may suspend an employee for investigation. The suspension shall be superseded by disciplinary suspension, dismissal, or reinstatement within seven (7) calendar days or within such extension as may be approved by the Appointing Authority. If disciplinary action is not taken against an employee within the seven (7) days, the employee shall receive full pay and benefits for the period of temporary suspension.

Formal notification to the employee of disciplinary action shall be in the form of a letter or form spelling out charges and reasonable specifications, advising the employee of the right to appeal. The employee must sign for the copy of this letter, if presented personally, or the letter shall be sent to the employee by certified mail, return receipt requested. If the employee has received and signed for a written letter of reprimand, no notice is required under this Article.

Where a decision is made to permit an employee to resign in lieu of dismissal, the employee must submit a resignation in writing. This resignation shall be held for twenty-four (24) hours, after which it shall become final and effective as of the time when originally given unless retracted during the twenty-four (24) hour period. This rule applies only when a resignation is accepted in lieu of dismissal, and the employee shall have been told that she/he will be terminated in the absence of the resignation.

Article 19

PERMANENT-INTERMITTENT EMPLOYEES

SECTION 1. GENERAL PROVISIONS.

The Employer agrees to provide a minimum call-in guarantee of three (3) hours for permanent-intermittent employees who are scheduled to work or called in to work and who, after arriving at the work location, are advised that they are not needed, or work less than three (3) hours.

Permanent-intermittent employees who work an assigned shift and who, after returning home, are called back to work, will be paid a minimum of four (4) hours at the regular rate of pay.

SECTION 2. ENTITLEMENTS.

Permanent-intermittent employees shall earn benefits in accordance with current practice upon return from furlough.

Annual leave and sick leave shall be administered in accordance with the provisions of Article 16, Leaves. Sick leave, if approved, shall not exceed the number of hours the employee is scheduled to work.

Permanent-intermittent employees shall have their personal leave days and holiday pay calculated in accordance with Appendices D-1 and D-2.

SECTION 3. REPORTS PROVIDED BY THE UIA.

The Appointing Authority shall continue to provide the Union with quarterly reports on use of permanent-intermittent and limited-term intermittent employees. The Union and the Employer shall meet as soon as possible after the effective date of this Agreement to determine what information on permanent-intermittent and limited-term intermittent employees is available and decide what information shall be provided the Union.

The Employer shall furnish to the Union without cost on a quarterly basis a Permanent-Intermittent and Limited-Term Intermittent Scheduling List (if implemented by an agency) and a Permanent-Intermittent Recall List of all employees in seniority order who have agreed to be recalled as permanent-intermittent employees. Such lists shall include the employee's name, employee identification number, date of hire, and TKU number of all work locations to which the employee is willing to be scheduled (if applicable) or recalled.

Article 20

MISCELLANEOUS

SECTION 1. DEFINITIONS.

A. **Appointing Authority.**

Appointing Authority means the single Executive heading a principal Department or the Chief Executive Officer of a principal Department headed by a Board or Commission, or those persons authorized and responsible to administer personnel and labor relations functions of the Department, Board or Commission.

B. **Employer.**

Employer means the State Employer and all Departmental Employers having employees in this Bargaining Unit.

C. **Probationary Employee.**

An employee who has not completed a required probationary period in his/her current class/level according to applicable Civil Service Rules and Regulations.

D. **Weekday.**

Weekday means Monday through Friday inclusive, excluding holidays.

SECTION 2. EFFECT OF AGREEMENT ON CIVIL SERVICE RULES AND COMPENSATION PLAN, AND OTHER EXISTING TERMS AND CONDITIONS OF EMPLOYMENT.

Wages, hours, and conditions of employment (which are mandatory subjects of bargaining) in effect on the effective date of this Agreement shall, except as addressed elsewhere herein, be maintained during the term of this Agreement.

The parties adopt and incorporate herein the Compensation Plan and Regulations and current Rules (excluding rules governing prohibited subjects of bargaining) of the Civil Service Commission, except where the subject matter of any Rule or provision of the Compensation Plan and Regulations is addressed in this Agreement, in which event the provisions of this Agreement shall govern. If the subject matter of a Rule or provision of the Compensation Plan and Regulations is not addressed in this Agreement, such Rule or provision shall govern.

Where any provision of this Agreement governing a proper subject of bargaining is in conflict with any Civil Service Rule, the parties shall regard Commission approval of this Agreement or portion thereof as an expression of policy by the Commission that the parties are to be governed by such approved provisions of this Agreement, and shall abide by such provisions. Respecting any provisions not approved, the parties shall jointly petition the Commission to amend any Rule which the Commission determines to conflict with such unapproved provisions so as to be consistent therewith. The parties shall be

governed by the pertinent provisions of this Agreement to the extent the Commission approves their petition. To the extent the Commission denies the parties' petition, the current Rule(s) shall govern unless and until the parties negotiate and arrive at a mutually agreed replacement. Such replacement shall be immediately presented to the Commission for approval.

SECTION 3. SECONDARY NEGOTIATIONS.

Secondary negotiations may be conducted only on subjects specifically delegated by this Agreement. No provisions of any secondary agreement shall supersede or conflict with any provisions of the primary agreement, and no secondary agreement shall become effective until it has been reviewed and approved by the Union, the Office of the State Employer, and the Civil Service Commission.

Any secondary negotiations will be scheduled and conducted in accordance with Civil Service Rules and Regulations.

SECTION 4. SAVINGS CLAUSE.

Should any part of this Agreement, or any provision contained herein, be declared invalid by operation of law or by any tribunal of competent jurisdiction, including the Civil Service Commission, such invalidation of such part or provision shall not invalidate the remaining portions hereof, which shall remain in full force and effect. If the party(ies) appeal such declaration within the applicable time limits, the affected provision of this Agreement shall remain in effect unless prohibited by order of such tribunal. The parties agree that if such part or provision is finally invalidated, they will collectively bargain, as expeditiously as possible, to arrive at a mutually agreed replacement for such part or provision. Such replacement shall be immediately presented to the Civil Service Commission for approval.

SECTION 5. NON-DISCRIMINATION.

The Employer and the Union recognize their respective responsibilities under and support Federal, State, and local laws relating to fair employment practices. The Employer and the Union recognize the moral principles involved in the area of civil rights and affirmative action and hereby affirm in this Collective Bargaining Agreement their commitment not to discriminate because of race, creed, religion, political partisanship, color, age, sex, national origin, ancestry, sexual orientation, genetic information that is unrelated to the person's ability to perform the duties of a particular job or position, marital status, disability, height, or weight with regard to terms and conditions of employment, admittance to Union membership, or representation of Union members.

There shall be no discrimination, interference, restraint or coercion by the Employer or the Union against any employee because of Union membership or activity or because of any activity protected by Civil Service Rules and Regulations or permitted by this Agreement. Employees shall be protected from reprisal for the lawful disclosure of the violation of law, rule or regulation or mismanagement or abuse of authority.

The Union has the right to representation on all Departmental and/or Agency affirmative action committees. Problems or questions regarding affirmative action shall be subjects

of Labor-Management Meetings unless an affirmative action committee has been established in the Department and/or Agency. In Departments and/or Agencies having such committees, the number of Union Representatives shall be determined in secondary level negotiations.

SECTION 6. WAGE ASSIGNMENTS AND GARNISHMENTS.

The Employer shall not impose disciplinary action against an employee for any wage assignments or garnishments. The Employer may engage in non-disciplinary counseling with the employee. Where possible, the employee shall be given advance notice of garnishments and details therein.

SECTION 7. SEXUAL HARASSMENT.

No employee shall be subjected to sexual harassment by another employee during the course of employment in the State classified service. The Employer will make a good faith effort to attempt to prevent sexual harassment. When allegations of sexual harassment are made, the Employer will investigate them and, if substantiated, take corrective action. The parties hereby incorporate Civil Service Rules and Regulations regarding sexual harassment, except that any grievance filed shall use the grievance procedure herein provided.

For the purposes of this policy, sexual harassment is unwanted conduct of a sexual nature which adversely affects another person's conditions of employment and/or employment environment. Such harassment includes, but is not limited to:

- A. Repeated or continuous conduct which is sexually degrading or demeaning to another person;
- B. Conduct of a sexual nature which adversely affects another person's continued employment, wages, advancement, tenure, assignment of duties, work shift, or other conditions of employment;
- C. Conduct of a sexual nature that is accompanied by a threat, either expressed or implied, that continued employment, wages, advancement, tenure, assignment of duties, work shift, or other employment conditions may be adversely affected.

SECTION 8. POLYGRAPH TESTS.

No employee shall be required to take a polygraph examination, and no disciplinary action shall be taken against any employee for refusing to take a polygraph examination. However, if any employee consents to a polygraph examination, the results of that examination may not be used or offered in any judicial or quasi-judicial proceeding (other than grievance-arbitration proceedings under this Agreement) unless required by court order.

SECTION 9. ACCESS TO WORK RULES.

A copy of all current policies, procedure manuals, personnel releases, work rules, regulations, this Agreement, and any other documents concerning an employee's rights,

obligations, conduct, standards and performance requirements shall be made reasonably available upon the employee's request.

SECTION 10. SMOKING.

Consistent with the provisions of Executive Order 1992-3, as it may be amended, the use of any tobacco product is prohibited in any owned or leased State Government facility.

SECTION 11. ERGONOMICS.

The Employer agrees that, within budgetary and operational limitations, proven ergonomic principles will be a factor in the selection of new office equipment for use with video display terminals (VDT's), including VDT work stations with adjustable chairs and backrests, footrests, adjustable tables and keyboard holders. The Employer agrees to provide glare reducing screens and wrist supports to use with video display terminals upon employee request. The parties agree that issues related to ergonomics, including but not limited to the topics detailed in the Union's 1988 Proposal on Ergonomics, are proper subjects for discussion at Labor-Management or Health and Safety Subcommittee Meetings.

SECTION 12. PRINTING OF THE AGREEMENT.

The Employer and the Union shall mutually proof this Agreement against the tentative agreement ratified by the parties prior to final printing and distribution. The Employer shall be responsible for the printing of the Agreement and will provide copies to the Union upon request. Such copies shall be provided at cost. The Union shall provide copies of this Agreement to employees; the Employer shall be responsible for providing copies of this Agreement to Management and supervisors of such employees.

SECTION 13. LETTER OF UNDERSTANDING.

As used in this Agreement, a Letter of Understanding is a written understanding and/or agreement entered into between the Union and the State Employer and ratified by the Civil Service Commission, which interprets, modifies or amends one or more provisions of this Agreement or a secondary agreement; they are enforceable only as to their terms. Local agreements (such as mutually approved minutes of Labor-Management Meetings), while instructive as to those parties' wishes, expectations, and intent, are not Letters of Understanding.

SECTION 14.

A. Plan A. Biweekly scheduled hours reduction.

(3) Insurances.

All State-sponsored group insurance programs, including long term disability insurance, in which the employee is enrolled shall continue without change in coverages, benefits or premiums.

(4) Leave Accruals and Service Credit.

Annual leave and sick leave accruals shall continue as if the employee had worked or was in approved paid leave status for eighty (80) hours per pay period for the duration of the Agreement. State service credit shall remain at eighty (80) hours per pay period for purposes of longevity compensation, pay step increases, employment preference, holiday pay, and hours until rating. Employees shall incur no break in service due to participation in Plan A.

B. Plan C. Leave of Absence.

(1) Insurances.

All State-sponsored group insurance programs in which the employee is enrolled shall be continued without change in coverage, benefits, or premiums for the duration of the leave of absence, with the exception of long term disability (LTD) insurance, by the employee pre-paying the employee's share of the premiums for the entire period of the leave of absence. LTD coverage will not continue during the leave of absence, but will be automatically reinstated immediately upon termination of the leave of absence. If an employee is enrolled in the LTD insurance program at the time the leave of absence is initiated and becomes eligible for disability benefits under LTD during the leave of absence, and is unable to report to work on the agreed-upon termination date for the leave of absence, the return-to-work date shall become the date established for the disability, with the commencement of sick leave and LTD benefits when the sick leave or waiting period is exhausted, whichever occurs later.

(2) Leave Accruals.

Accumulated annual leave, personal leave, and sick leave balances will automatically be frozen for the duration of the leave of absence. The employee will not accrue leave credits during the leave of absence.

(3) Service Credit.

An employee shall incur no break in service due to participating in Plan C. However, no state service credit will be granted for any purpose.

SECTION 15. LOUNGE AND/OR EATING AREAS.

Where current practice so provides and where operational needs permit, the Employer will continue to provide adequate employee lounge and/or eating areas in non-public locations separated from employees' normal areas of work. Such lounge and/or eating areas shall include employer provided furniture, such as but not limited to tables and chairs and, where feasible, and within budgetary and operational limitations, electrical outlets. When leasing new office space and/or renewing existing leases, the feasibility of providing lounge or eating areas will be a consideration. The issue of providing employees with such lounge and/or eating areas where current practice does not so provide will, upon request, be a subject of secondary level negotiations, provided that no obligation shall exist for the employer to negotiate such issue for work sites where space is not

available. The Employer reserves the right to change lounge and/or eating areas due to operational requirements. The proposed removal or relocation of lounge and/or eating areas due to operational requirements shall be an appropriate subject for labor-management meetings provided for in Article 10 of this Agreement.

ARTICLE 21

NO STRIKE - NO LOCKOUT

No employee shall engage in a strike against the Employer. Any employee taking part in such strike shall be subject to the provisions of the Civil Service Rules and Regulations. Upon receipt of written notice from the Employer to the Union's President, or in his/her absence to a principal Union officer, the Union hereby agrees that it shall meet with the Employer in order to clarify the situation and take positive measures to terminate any such violation by an employee or group of employees.

Neither the Employer, nor any of its officers, agents, or representatives, individually or collectively, shall authorize, instigate, cause, aid, or condone any lockout.

Article 22
ECONOMICS

SECTION 1. GENERAL WAGE INCREASE.

A. Fiscal Year 2019-2020.

1. On October 1, 2019 the base hourly rate in effect at 11:59 p.m. on September 30, 2019, for each step in the Bargaining Unit shall be increased by 2% (two percent).

2. At the end of the first full pay period in October, 2019, each full-time employee who is on the payroll as of October 2, 2019, and who has accumulated no less than two thousand eighty (2080) hours of current continuous service since October 1, 2018, shall be paid a one-time cash payment of 2% of the annualized base hourly rate of pay in effect as of October 2, 2019, which shall not be rolled into the base wage. For a full-time employee who has accumulated less than two thousand eighty (2080) hours of current continuous service since October 1, 2018, this payment shall be pro-rated based on the ratio between the employee's actual continuous service hours earned after October 1, 2018, and two thousand eighty (2080) hours, times 2% of the annualized base hourly rate of pay in effect as of October 2, 2019.

At the end of the first full pay period in October, 2019, or the first subsequent pay period in Fiscal Year 2019-20 for which the employee receives a pay check, each permanent-intermittent employee, part-time employee or seasonal employee, who is on the payroll as of October 2, 2019, and who was either: 1) on the payroll on October 1, 2018, 2) on furlough on October 1, 2018, 3) on seasonal layoff on October 1, 2018, who has accumulated less than two thousand eighty (2080) hours of current continuous service between October 1, 2018, and September 30, 2019, shall be paid a one-time cash payment which shall not be rolled into the base wage. For each such employee, this payment shall be pro-rated based on the ratio between the employee's actual continuous service hours earned between October 1, 2018, and September 30, 2019, and two thousand eighty (2080) hours, times 2% of the annualized base hourly rate of pay in effect as of October 2, 2019.

B. Fiscal Year 2020-2021.

1. On October 1, 2020 the base hourly rate in effect at 11:59 p.m. on September 30, 2020, for each step in the Bargaining Unit shall be increased by 2% (two percent).

2. Effective the first full pay period in April, 2021, the base hourly rate in effect at 11:59 p.m. on April 3, 2021, for each step in the Bargaining Unit shall be increased by 1% (one percent).

C. Fiscal Year 2021-2022.

1. On October 1, 2021 the base hourly rate in effect at 11:59 p.m. on September 30, 2021, for each step in the Bargaining Unit shall be increased by 2% (two percent).

2. Effective the first full pay period in April, 2022, the base hourly rate in effect at 11:59 p.m. on April 2, 2022, for each step in the Bargaining Unit shall be increased by 1% (one percent).

SECTION 2. GROUP INSURANCE ENROLLMENT.

New hires will be permitted to enroll in group insurance plans for which they are eligible during their first thirty-one (31) days of employment. Coverage under such plans is effective the first day of the bi-weekly pay period after enrollment.

Insurance elections made during the annual open enrollment process are effective the first day of the first full pay period in October, unless otherwise indicated. Effective January 1, 2021, insurance elections made during the annual open enrollment process are effective on January 1 of the following year, unless otherwise indicated.

Employee premium share for health, dental and vision insurance shall be as specified in the charts appended to this Agreement. Employees hired on or after January 1, 2000, who are appointed to a position with a regular work schedule consisting of 40 hours or less per bi-weekly pay period shall pay 50% of the premium for health, dental and vision insurance. This shall not apply to an employee appointed to a permanent-intermittent position. Eligibility for enrollment shall be in accordance with current contractual provisions. Employees who have a regular work schedule of 40 hours or less per biweekly pay period who are temporarily placed on a regular work schedule of more than 40 hours per biweekly pay period for a period expected to last six months or more shall be considered as working a regular work schedule of more than 40 hours for the period of the temporary schedule adjustment.

Financial incentives for selection of certain lower cost plans or for opting out of coverage will continue to be offered. The incentive amount and payment schedule will be determined in conjunction with the annual rate setting process administered by the Civil Service Commission and the State Personnel Director.

Group insurance plan provisions shall be effective at the beginning of the first full pay period in October, unless otherwise specified. Effective January 1, 2021, group insurance plan provisions shall be effective January 1, unless otherwise specified.

SECTION 3. HEALTH INSURANCE.

The State agrees to continue to offer health plans that are compliant with the requirements of the Patient Protection and Affordable Care Act (PPACA) and its implementing regulations. No plan will be offered where the total aggregate cost when calculated in accordance with the Internal Revenue Service (IRS) regulations would exceed PPACA excise tax limits. Coverage details, including premium share, deductibles, co-pays and coinsurance and out-of-pocket maximum (OOPM) amounts and effective dates are described in Appendix J-2. Plans offered will include:

- The State Health Plan Preferred Provider Organization (SHP PPO)
- Health Maintenance Organization(s) (HMOs),
- A Catastrophic Health Plan
- Effective January 1, 2021, a State High-Deductible Health Plan with Health Savings Account

In addition to the State Health Plan PPO and HMO options provided in Article 22, Section 3, of this agreement, the State High-Deductible Health Plan with Health Savings Accounts implemented by the Employee Benefits Division of the Michigan Civil Service Commission will also be offered. Insurance elections made during an annual open enrollment process are effective on January 1 of the following year, unless otherwise indicated. In 2020, a one-time short plan year will also be implemented from the first full pay period in October through December 31, 2020.

The aggregate cost for the health insurance plans extending into 2021 (or 2022 or 2023 as applicable) must fall below the federal excise tax thresholds established by the IRS under PPACA. The aggregate cost which must be counted toward the respective federal excise tax threshold will be calculated in accordance with IRS guidelines.

The Employer agrees to provide notice as soon as administratively feasible, but not later than July 15 of each year, of the upcoming plan year rates for all health insurance plans. If the aggregate cost for any one of the health insurance plans offered by the State during open enrollment for coverage to begin in January of the upcoming year exceeds federal excise tax thresholds established by the IRS, the parties agree that beginning with the Flexible Spending Account (FSA) enrollment for the upcoming calendar year, the General Purpose Flexible Spending Account option will be reduced or eliminated to maintain aggregate cost below the applicable federal excise tax thresholds, unless prohibited by law, or if doing so would invalidate the plan in whole or in part resulting in additional costs to the Employer and/or employees.

A. The SHP PPO shall include coverage for the following:

(1) Wellness and Preventive Coverage.

In-network Wellness and Preventive Coverage will continue to be provided as required by the PPACA and as outlined in Appendix J-2.

The SHP PPO will continue to offer voluntary care management services for high-risk, medically complex cases designed to work with the covered employee or enrolled dependent, provider and caregivers to ensure a clear understanding of the condition, prognosis and treatment options and help coordinate provider services.

(2) Prescription Drugs.

In order to promote the usage of generic prescription drugs to reduce costs while maintaining the quality of care, the Pharmacy Benefit Manager (PBM) will automatically substitute an approved generic drug for prescriptions written for multi-source brand name drugs, except for a list of narrow therapeutic index agents, e.g., Dilantin. In those instances when a physician prescribes a multi-source brand name drug and indicates on the prescription, "Dispense As Written" or DAW, the brand name drug will be dispensed and the enrollee will pay the applicable preferred or non-preferred brand name co-payment plus the difference in cost between the generic drug and the brand name drug. Brand name drugs are deemed to be non-preferred because of the availability of a generic equivalent or a therapeutically or chemically equivalent brand

name drug. Maintenance drugs filled at a participating retail pharmacy will only be approved up to a 34-day supply.

The Employer shall continue to offer a mail order prescription drug option for maintenance drugs. At the employee's option, an employee may elect to purchase maintenance prescription drugs filled at up to a 90-day supply through the mail order option.

The employee co-pays for drugs at retail and through mail order are listed in Appendix J-2.

(3) Second Surgical Opinions.

An individual will be entitled to a second surgical opinion. If that opinion conflicts with the first opinion the individual will be entitled to a voluntary third surgical opinion. Second and third surgical opinions shall also be subject to applicable copays and deductibles as provided in Appendix J-2.

(4) Home Health Care.

A program of home health care and home care services to reduce the length of hospital stay and admissions shall be available at the employee's option. The service must be prescribed by an attending physician who must certify that the home health care services are being used instead of inpatient hospital care, and that the patient is confined to the home due to illness. Services shall be covered to the extent that they would have been covered if the individual had remained or been confined in the hospital.

Home infusion therapy shall be covered as part of the home health care benefit or covered by its separate components (e.g. durable medical equipment and prescription drugs), however a patient shall not be required to be homebound.

(5) Hospice Care.

Hospice care shall be available to terminally ill enrollees. Services must be provided by a participating hospice program, and written statements of prognosis may be required. Covered hospice benefits include physical, occupational and speech language therapy, Home Health Aid services, medical supplies and nursing care. See Appendix J-2 for deductible and co-pay amounts.

(6) Birthing Centers.

Birthing center care shall be available to employees at their option in lieu of hospitalization. Birthing center care is covered under the delivery and nursery care benefits set forth in Appendix J-2.

(7) Hearing Care Program.

The hearing care program will include audiometric exams, hearing aid evaluation tests, hearing aids and fitting subject to the applicable office call fee for the examination and shall be available once every thirty-six (36) months unless significant hearing loss occurs earlier and is certified by a

physician. When medically appropriate, binaural hearing aids are a covered benefit. See Appendix J-2.

(8) Weight Reduction.

Employees and covered dependents enrolled in the SHP PPO will be eligible for a lifetime maximum reimbursement of \$300 for non-medical, weight reduction if they meet the following conditions:

- (a) The employee or covered dependent is obese as defined by being more than one hundred (100) pounds overweight or more than fifty percent (50%) over ideal weight and weight loss clinic attendance is prescribed by a licensed physician, or
- (b) The employee or covered dependent is more than fifty (50) pounds overweight or more than twenty-five percent (25%) over ideal weight, has a diagnosed disease for which excess weight is a complicating factor, and weight loss clinic attendance is prescribed by a licensed physician.

The \$300 amount will not apply to the SHP PPO deductibles.

(9) Durable Medical Equipment.

Durable medical equipment (DME) and prosthetic and orthotics appliances are covered benefits as outlined in Appendix J-2, Medically necessary orthopedic inserts prescribed by a licensed physician are included as a covered benefit.

(10) Dependent and Long Term Nursing Care.

The parties agree to work cooperatively to provide assistance in identifying and referring employees and dependents to appropriate custodial care facilities and to agencies for custodial care at home.

(11) Smoking Cessation.

The SHP PPO shall include a smoking cessation program which shall include smoking cessation counseling.

(12) In-and-out-of-network process.

An employee may be eligible to receive a waiver to allow in-network coverage by out-of-network providers if in-network providers are not available within a standard distance below, or based on the type of services required.

Waivers will be available if the Third Party Administrator (TPA) determines access to network providers is not within the standard distance. The standards for the waiver are as follows:

- Where there are not two (2) primary care physicians within fifteen (15) miles;
- Where there are not two (2) specialists within twenty (20) miles;
- Where there is not one (1) hospital within twenty-five (25) miles.

Failure to seek services from a PPO provider will result in a Plan member being treated as out-of-network unless the covered member was seeking services as the result of an emergency. If there is not adequate access to a PPO provider, exceptions will be handled on a per case basis. A member is considered to have access to the network based on the type of services required, except as provided above.

If a member does not have access to the network, the member will be treated as in-network for all benefits. The member will be responsible for the applicable in-network deductibles, co-payments and coinsurance.

If a member does not have access to the network but then additional providers join the network so that the member would now be considered in-network, the member will be notified and given a reasonable amount of time in which to seek care from an in-network provider. Care received from a non-network provider after that grace period will be considered out-of-network and the out-of-network deductibles, co-payments, coinsurance and out-of-pocket maximums will apply. If a member is undergoing a course of treatment at the time he or she becomes in-network, the in-network rules will continue for that course of treatment only pursuant to the PPO Standard Transition Policy. Once the course of treatment has been finished, the member must use an in-network provider or be governed by the out-of-network rules.

(13) Subrogation.

In the event that a Plan member receives services that are paid by the SHP PPO, or is eligible to receive future services under the SHP PPO, the SHP PPO shall be subrogated to the participant's rights of recovery against and is entitled to receive all sums recovered from, any third party who is or may be liable to the participant, whether by suit, settlement, or otherwise, to the extent of recovery for health related expenses. A participant shall take such action, furnish such information and assistance, and execute such documents as the SHP may request to facilitate enforcement of the rights of the SHP and shall take no action prejudicing the rights and interests of the SHP.

(14) Telemedicine.

An optional telemedicine program will be available for health and mental health services, subject to applicable office visit copays and deductibles. See Appendix J-2.

B. Health Maintenance Organization (HMO).

As an alternative to the State Health Plan, enrollment in HMOs may be offered to those employees residing in areas where qualified licensed HMOs are in operation. HMO Coverage information is provided in Appendix J-2.

SECTION 4. DENTAL EXPENSE PLAN.

- (a)** The State agrees to continue to offer dental plans. Coverage details, including premium share, co-pays, annual maximum and separate lifetime orthodontic

maximum and effective dates are described in Appendix J-3. Plans offered will include:

- The State Dental Plan Preferred Provider Organization
- A Dental Maintenance Organization (More Dental Maintenance Organizations shall be explored)
- A Preventive Dental Plan

(b) Covered Dental Expenses: The Dental Expense Plan will pay for incurred claims for employee and/or enrolled dependents at the applicable percentage of either the actual fee or the usual, customary and reasonable fee, whichever is lower, for the dental benefits covered under the Dental Expense Plan.

Coverage for the following services under each plan is listed in Appendix J-3.

(1) Diagnostic Services:

Oral examinations and consultations twice in a fiscal year.

(2) Preventive Services:

Prophylaxis - teeth cleaning three (3) times in a fiscal year, four (4) times when medically necessary;

Topical application of fluoride for children up to age 19, twice in a fiscal year;

Space maintainers for children up to age 14.

Oral exfoliate cytology (brush biopsy) will be covered when warranted from a visual and tactile examination.

(3) Radiographs:

Bite-wing x-rays once in a fiscal year, unless special need is shown;

Full mouth x-rays once in a five (5) year period, unless special need is shown.

(4) Minor Restorative Services (fillings):

Amalgam, silicate, acrylic, porcelain, plastic and composite restorations;

Gold inlay and outlay restorations.

(5) Major Restorative Services:

Onlays and crowns when the teeth cannot be restored with another filling material.

(6) Oral Surgery:

Extractions, including those provided in conjunction with orthodontic services;

Cutting procedures; Treatment of fractures and dislocations of the jaw.

(7) Endodontic Services: Root canal therapy;

Pulpotomy and pulpectomy services for partial and complete removal of the pulp of the tooth;

Periapical services to treat the root of the tooth.

(8) Periodontic Services:

Periodontal surgery to remove diseased gum tissue surrounding the tooth;

Adjunctive periodontal services, including provisional splinting to stabilize teeth, occlusal adjustments to correct the biting surface of a tooth and periodontal scaling to remove tartar from the root of the tooth;

Treatment of gingivitis and periodontitis-diseases of the gums and gum tissue.

(9) Bonding:

The dental plan covers cosmetic bonding for the eight (8) front teeth of children between the ages of 8-19 years of age. Cosmetic bonding is a covered benefit when it is required because of severe tetracycline staining, severe fluorosis, hereditary opalescent dentin, or amelogenesis imperfecta.

(10) Prosthodontic Services:

Repair or rebasing of an existing full or partial denture;

Initial installation of fixed bridgework;

Implants;

Initial installation of partial or full removable dentures (including adjustments for six [6] months following installation);

Construction and replacement of dentures and bridges (replacement of existing dentures or bridges is payable when five [5] years or more have elapsed since the date of the initial installation).

(11) Sealants:

Coverage for sealants on permanent molars that are free of any restorations or decay. Sealant treatment is payable on a per tooth basis. Dependents up to age 14 are eligible for the sealant application. The benefit is payable for only one application per tooth within a three (3) year period.

(12) Orthodontic Services:

Minor treatment for tooth guidance;

Minor treatment to control harmful habits;

Interceptive orthodontic treatment;

Comprehensive orthodontic treatment;

Treatment of an atypical or extended skeletal case;

Post-treatment stabilization; Separate lifetime maximum of \$1,500 per each enrollee; Orthodontic services for dependents up to age 19; for enrolled employee and spouse, no maximum age. Orthodontic coverage shall be extended to each dependent up to age 25 if the dependent is a full-time student at an accredited institution.

(c) Dental At-Point-of-Service PPO

Employees and dependents enrolled in the State Dental Plan may access the improved benefit levels specified in Appendix J-3 by utilizing dental care providers that are members of the Point-of-Service PPO.

SECTION 5. VISION CARE INSURANCE.

- a. The State agrees to continue to offer a vision plan. Coverage details for participating and non-participating providers, are described in Appendix J-4. Except for employees appointed to a position with a regular work schedule consisting of 40 hours or less per bi-weekly pay period as provided above, the Employer shall pay one hundred percent (100%) of the applicable premium for employees covered by this Agreement for the Group Vision Plan.
- b. Benefits payable for participating providers under the Plan will be as follows:
 - (1) **Examination:** Payable once in any twelve (12) month period with an employee copayment identified in Appendix J-4.
 - (2) **Suitability Exam:** A contact lens suitability exam determines whether you can wear contact lenses. The fee for this exam is included in the allowance for the contact lenses.
 - (3) **Replacement Frequency:** The Plan will cover eyeglass lenses, frames or contact lenses once every twelve (12) months if there is a prescription change.
 - (4) **Eyeglass Lenses:** Lenses are payable once every twelve (12) or twenty-four (24) months with an employee co-payment as identified in Appendix J-4 for eyeglass lenses and frames. The standard lens size definition is 60 millimeters in diameter. If a larger lens is selected, the employee must pay for the additional expense attributable to lens size greater than 60 millimeters in diameter.
 - (5) **Special Lenses:** The Plan will cover slab off prism and prism lenses with no additional charge to the employee. Lenticular lenses are payable as defined in item 3 above.
 - (6) **Contact Lenses**
 - Medically Necessary:** The Plan will cover medically necessary contact lenses once every twelve (12) months with an employee co-payment identified in Appendix J-4. Medically necessary means (a) must correct the member's acuity to 20/70 or better in the better eye or (b) the member has one of the following visual conditions: kerataconus, irregular astigmatism, or irregular corneal curvature.

Not Medically Necessary: The Plan will pay a maximum allowance identified in Appendix J-4 and the employee shall pay any additional charge of the provider for such contact lenses. The contact lens evaluation is included in the cost of the contact lens allowance.

(7) Frames: The maximum frame allowance is identified in Appendix J-4 and the employee shall pay any additional charge from the provider for the frames.

(8) Lens Options: The Plan will cover Rose Tint 1 and Rose Tint 2 or Photochromatic tint at no additional charge to the employee

c. Plan payments for out of network providers are identified in Appendix J-4.

d. Computer Glasses: Employees who are required to use computers and other digital devices or microfiche readers on a full-time basis shall be eligible for reimbursement for an initial Vision Testing Examination at rates provided herein on regardless of when they were last examined, or on an annual basis in conjunction with a routine eye exam.

Such employees who require prescription corrective lenses which are different than those normally used, are eligible for an additional pair of glasses at the benefit level described in Appendix J-4. These lenses and frames are in addition to those provided under the Vision Care Insurance. An employee obtaining glasses for working who does not otherwise wear glasses would not be covered by this provision.

e. Safety Glasses: Employees who are required to use safety glasses on a full-time basis, as determined by the departmental employer, and who use prescription eyeglasses shall be eligible for a pair of prescription safety glasses at the benefit level described in Appendix J-4. These lenses and frames are in addition to those provided under the Vision Care Insurance.

SECTION 6. LONG TERM DISABILITY INSURANCE.

Long Term Disability (LTD) shall continue to be provided under current practices. There shall not be a waiting/qualifying period for a recurrence of the same disability within a 90 calendar day period.

Effective October 1, 2005, the eligibility period for Plan II claimants who remain totally disabled shall be reduced from age 70 to age 65, or for a period of 12 months, whichever is greater.

Additionally, the benefit period for "mental/nervous" claims shall be limited to twenty-four (24) months from the beginning of the time a claimant is eligible to receive benefits. This limitation does not apply to mental health claims where the claimant is under in-patient care. These changes shall only apply to new claims made after September 30, 2005.

Effective October 1, 2002, the monthly maximum benefit will increase to \$5,000 for disabilities beginning after September 30, 2002.

- A. The Employer shall provide a rider to the existing LTD insurance program. All employees who are enrolled in the LTD insurance program shall be automatically covered by this rider. The rider shall provide insurance which will pay directly to the carrier the full amount (100%) of Health Insurance (or HMO) premiums while such employee is on LTD insurance for a maximum of six months for each covered employee. The Employer shall pay 100% of the cost of the premium for such rider. If not prohibited by the IRS, an employee whose LTD rider has expired may transfer immediately to a State-employee spouse's health plan.

- B. Part-time and permanent-intermittent employees who work 40% or more of full time will be eligible for LTD benefits. Premiums for eligible less than full time employees shall be determined in accordance with the current LTD premium schedule for full time employees. The benefit level for employees who actually utilize the LTD benefit shall be based on the employee's average biweekly hours worked the preceding fiscal year, but the dollar amount of the benefit shall be calculated on the basis of the employee's current hourly rate (the hourly rate in effect at the time the employee actually goes on disability leave). Eligibility to enroll for coverage shall be the first open enrollment following completion of 12 months of employment or at subsequent open enrollment periods which may be established from time to time.

- C. An employee may "freeze" any sick leave accrued during the period when he/she is using up sick leave because of the disability which leads directly to receiving LTD benefits.

SECTION 7. LIFE INSURANCE.

- a. **Employee Life:** The Employer shall provide a State-sponsored group life insurance plan which has a death benefit equal to two (2) times annual salary rounded up to the nearest \$1,000, with a minimum \$10,000 benefit. The Employer shall pay one hundred percent (100%) of the premium for this benefit. Less than full-time employees who are working at least 40% or more of full time shall have their benefit level determined as if they were working full-time in a full-time position.

- b. **Dependent Life:** An employee may enroll legal spouse and/or eligible children in a dependent life insurance plan. Dependent children must be unmarried and between the ages of 14 days and 23 years. The age ceiling under the optional life insurance plan shall not apply to dependents who are documented as being incapacitated by a physical or mental impairment, provided coverage does not terminate for any other reason.
 - (1) Employee pays one hundred percent (100%) of premium for optional dependent coverage via payroll deduction.
 - (2) Employee may choose between seven (7) levels of dependent coverage:
 - (a) Level one insures spouse for \$1,500 and children from age 15 days to 23 years for \$1,000.

- (b) Level two insures spouse for \$5,000 and children from age 15 days to 23 years for \$2,500.
- (c) Level three insures spouse for \$10,000 and children from age 15 days to 23 years for \$5,000.
- (d) Level four insures spouse for \$25,000 and children from age 15 days to 23 years for \$10,000.
- (e) Level five insures children only from age 15 days to 23 years for \$10,000.
- (f) Level six insures spouse for \$50,000 and children from age 15 days to 23 years for \$15,000.
- (g) Level seven insures children from age 15 days to 23 years for \$15,000.

c. Accidental Death Insurance: The State shall provide a State-sponsored Accidental Death Insurance Plan which has a benefit of \$100,000 in case of an employee's accidental death in line of duty.

SECTION 8. CONTINUATION OF GROUP INSURANCES.

a. Upon Layoff.

- (1) Employees who are laid off, at the time of layoff, may elect to continue enrollment in the SHP PPO (or alternative plan) and life insurance plan by paying the full amount (100%) of the premium. Such enrollment may continue until the employee is recalled or for a period of three (3) years, whichever occurs first. Such employees may also elect to continue enrollment in the Group Dental (or alternative plan) and/or Group Vision Plans by paying the full amount (100%) of the premium. Such enrollment may continue until the employee is recalled or for a period of eighteen (18) months, whichever occurs first. In accordance with Paragraph (2) of this Section, the Employer shall pay the Employer's share of such premiums for two (2) pay periods for employees selecting these options.
- (2) Employees laid off as a result of a reduction in force may elect to pre-pay their share of premiums, if any, for the SHP PPO (or alternative plan), Group Dental Plan (or alternative plan), Group Vision Plan, and life insurance for two (2) additional pay periods after layoff by having such premiums deducted from their last pay check. The Employer shall pay the Employer's share of premiums for the SHP PPO (or alternative plan), Group Dental Plan (or alternative plan), Group Vision Plan, and life insurance for two (2) pay periods for employees selecting this option. Coverage for the State Health Plan (or alternative plan), Group Dental Plan (or alternative plan), Group Vision Plan, and life insurance shall thereafter continue for these two (2) pay periods. Election of this option shall not affect the laid off employee's eligibility for continued coverage as outlined in Paragraph (1) of this Section.

b. Upon Leave.

Employees who are granted a leave of absence may elect to continue enrollment in the SHP PPO (or alternative plan) at the time the leave begins. Except as may be otherwise provided in the Federal Family and Medical Leave Act, for continuation of health plan benefits, such employees shall be eligible for continued enrollment during the leave of absence by paying the full amount (100%) of the premium. Such employees may also elect, at the time the leave begins, to continue enrollment in the life insurance plan for up to twelve (12) months by paying the full amount (100%) of the premium. Such employees may likewise elect to continue enrollment in the Group Dental Plan (or alternative plan) and/or Group Vision Plan for up to eighteen (18) months by paying the full amount (100%) of the premium.

c. Continuation of Life Insurance Coverage in the Event of Total Disability.

Upon presentation of satisfactory evidence of total disability to Civil Service, which is defined as receiving benefits from one of the following:

- (1) The State's Long Term Disability Plan,
- (2) Social Security Disability coverage,
- (3) Workers' Compensation Insurance, or
- (4) The State's Duty or Nonduty Disability Retirement Plan.

The employee shall receive life insurance coverage fully paid by the Employer for as long as the employee is totally disabled. All premium payments made by the employee prior to establishing Total Disability shall be reimbursed to the employee. The benefit level is the amount in force on the day the employee becomes totally disabled; however, if the employee is totally disabled on his/her 65th birthday, the employee shall be considered retired and the life insurance coverage shall be the same as if the employee had retired.

d. Group Insurance Enrollment Upon Limited Term Recall.

All employees covered by this Agreement who accept limited term recall into positions in these Bargaining Units are eligible for enrollment in all group insurance plans in which they were enrolled at the time of layoff. Coverages in such plans shall be the same as the coverage at the time of layoff. Such employees shall not be considered as temporary (less than 720 hours) employees.

- e. Health Plan coverage for enrolled dependents will cease the 30th day after a Bargaining Unit member's death unless the covered Bargaining Unit member is eligible for an immediate pension benefit from the State Employees' Retirement System, or unless the dependents elect continued plan coverage in accordance with provisions of the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

SECTION 9. VOLUNTARY BENEFITS

Employees in these bargaining units shall be eligible to enroll in a voluntary benefits plan established by the employer. The entire cost of any premiums shall be paid by the employee through payroll deduction or by direct bill as permitted by the specific plan. Benefits offered may include home and auto insurance, voluntary group term life

insurance, universal life insurance, and a pre-paid legal plan. Plan offerings will be announced through an annual open enrollment process, and in the event any optional coverage plan is cancelled or withdrawn, employees enrolled in the plan will be sent written notice at least 30 calendar days in advance of the coverage end date.

SECTION 10. LABOR MANAGEMENT HEALTHCARE COMMITTEE.

The Union shall be entitled to continue to participate in statewide labor management healthcare committee meetings.

SECTION 11. HOLIDAYS.

On the following holidays, permanent full-time employees shall be allowed eight hours paid absence from work except as provided herein.

- New Year's Day - January 1
- Martin Luther King Day - Third Monday in January
- President's Day - Third Monday in February
- Memorial Day - Last Monday in May
- Independence Day - July 4
- Labor Day - First Monday in September
- Election Day - General Election Day in even-numbered years
- Veteran's Day - November 11
- Thanksgiving Day - Fourth Thursday and Friday in November
- Christmas Eve - December 24
- Christmas Day - December 25
- New Year's Eve Day - December 31

Christmas Eve and New Year's Eve shall be holidays regardless of the day of the week upon which Christmas and New Year's may fall. A holiday that falls on Saturday shall be observed on the preceding Friday. A holiday that falls on Sunday shall be observed on the following Monday. When Christmas Eve or New Year's Eve falls on Friday, the holiday shall be observed on the preceding Thursday. When Christmas Eve or New Year's Eve falls on Sunday, the holiday shall be observed on the preceding Friday. Equivalent provision for time off for holidays falling outside the scheduled workweek shall be made for employees working other than a Monday through Friday schedule.

Employees who are on an alternative work schedule may use annual leave or compensatory time credits to supplement the eight hours' holiday pay up to the number of regularly scheduled hours for the day.

SECTION 12. PERSONAL LEAVE DAY.

Permanent full-time employees who have satisfactorily completed 1,040 hours in State classified service shall receive two personal leave days (16 hours) to be used in accordance with normal requirements for annual leave usage. Such leave shall be granted to less than full-time permanent employees who have satisfactorily completed 1,040 hours in State classified service on a pro-rata basis in accordance with current practice regarding holidays. Such leave grant shall be extended to employees returning from leave of absence on their return. Such leave time shall be granted to persons

entering the Bargaining Unit (for example, recall from layoff) on a pro-rata basis. However, no employee shall be entitled to more than one grant of personal leave in each fiscal year. Such leave shall be credited to the employee's annual leave counter on each October 1 in accordance with Appendix D-1.

It shall be the employee's responsibility to monitor balances in his/her annual leave counter in order to permit crediting of the personal leave grant on October 1.

For contractual purposes, personal leave shall be treated the same as annual leave.

SECTION 13. ANNUAL LEAVE.

	Service Credit	Accrual Rate/ 80 Hrs. Service	Maximum Accrual Cap	Maximum Accumulation
1 Yr.	(0-2,079 Hrs.)	4.0	256	296
1-5 Yrs.	(2,080-10,399 Hrs.)	4.7	256	296
5-10 Yrs.	(10,400-20,799 Hrs.)	5.3	271	311
10-15 Yrs.	(20,800-31,199 Hrs.)	5.9	286	326
15-20 Yrs.	(31,200-41,599 Hrs.)	6.5	301	341
20-25 Yrs.	(41,600-51,999 Hrs.)	7.1	306	346
25-30 Yrs.	(52,000-62,399 Hrs.)	7.7	316	356
30-35 Yrs.	(62,400-72,799 Hrs.)	8.4	316	356
35-40 Yrs.	(72,800-83,199 Hrs.)	9.0	316	356
40-45 Yrs.	(83,200-93,599 Hrs.)	9.6	316	356
etc.				

A. No annual leave in excess of 240 hours shall be included in final average compensation for the purpose of calculating the level of retirement benefits. Should the Retirement Act be amended or interpreted so as to allow more than 240 hours annual leave to be included in final average compensation, upon request by the Union, the parties agree to negotiate the inclusion of the excess hours in accordance with such amendment or interpretation.

B. Annual Leave Options - Layoff and Recall.

A laid-off employee may elect to freeze annual leave up to the accrued balance at the time of layoff. Such balance shall be retained until the employee elects to be paid off for the balance or until the employee's recall rights expire (after six continuous years of layoff), whichever occurs first. Payoff shall be at the employee's last rate of pay.

Upon recall, regular annual leave provisions shall apply. A permanent employee who does not elect to freeze annual leave and is recalled from actual layoff to the same Appointing Authority may, within two pay periods, buy back up to 15 days (120 hours) of annual leave at the rate at which it was paid off; however, an employee may not buy back more annual leave hours than were paid off upon layoff. Payment for buy back must be in a lump sum and must be made before such annual leave can be used.

SECTION 14. SICK LEAVE.

A. Sick Leave Allowance.

Every permanent employee covered by this Agreement shall be credited with four hours of sick leave with pay for each completed 80 hours in a biweekly work period, or to a pro-rated amount if paid service is less than 80 hours in the pay period. Paid service in excess of 80 hours shall not be counted.

Sick leave shall be credited at the end of the biweekly work period. Sick leave shall be considered as available for use only in the pay period subsequent to the biweekly work period in which it is earned. When paid service does not total 80 hours in a biweekly work period, the employee shall be credited with a pro-rated amount of leave for that work period based on the number of hours in pay status divided by 80 hours multiplied by four hours.

B. Sick Leave Payment at Separation.

An employee who separates employment through retirement or death shall be paid for one-half of unused accumulated sick leave at his/her last rate of pay. In case of death, such payment shall be made to the employee's beneficiary or estate.

An employee who separates employment for reasons other than retirement or death shall be paid at his/her last rate of pay for a percentage of his/her unused accumulated sick leave according to the following chart:

<u>Sick Leave Accumulation in Hours</u>	<u>Percentage Paid</u>
Less than 104	0
104-208	10
209-416	20
417-624	30
625-832	40
833 or more	50

Employees hired on and after October 1, 1980, shall not be entitled to payment for unused accumulated sick leave upon separation or retirement. No payment to the beneficiary or estate for unused sick leave will be made in case of the death of an employee hired on or after October 1, 1980.

SECTION 15. SHIFT DIFFERENTIAL.

All permanent and full-time permanent-intermittent employees who qualify for the present five percent shift differential shall receive an additional \$1.00 per workday for such time worked. This additional premium shall be administered in accordance with current practice.

SECTION 16. CHILD CARE.

Within 90 days of the effective date of this Agreement, the Employer and the Union agree to the establishment of a joint committee to explore the feasibility of developing an information and referral service to assist employees in locating quality child care appropriate to their particular needs. If the committee recommends the establishment of an information and referral service, the costs for such a program shall be jointly shared by the Employer and the Union.

In addition, the committee shall review the following issues:

- A. The use of existing resources for the development of the service (e.g., existing community-based referral programs and their ability to meet employees' need
- B. Types of services that should be offered by such a program; and
- C. How such a service should be communicated to employees.

SECTION 17. PERSONAL LOSS CLAIMS.

The Administrative Guide to State Government, 0620.07 Submissions of Claims by State Employees to the Finance and Claims Committee of the State Administrative Board, shall be the procedure for reimbursement of personal loss under \$1,000.

SECTION 18. MOVING EXPENSES.

The Administrative Guide to State Government, 0430.01, Payment of Household Moving Expenses, shall be the procedure for reimbursement of authorized moving expenses.

- A. Persons Covered. All full-time employees currently employed by the State of Michigan being relocated at the request of the Appointing Authority and agreeing to continue employment in the new location for a minimum of one year are entitled to all benefits provided by this Section. Receipts must be submitted to support authorized expenditures. New employees not presently working for the State of Michigan shall not be entitled to any benefits provided in this Section.
- B. By Commercial Mover. The State will pay the transportation charges for normal household goods up to a maximum of 14,000 pounds for each move. Charges for weight in excess of 14,000 pounds must be paid directly to the mover by the employee.
 - (1) Household Goods: Includes all furniture, personal effects, and property used in a dwelling, and normal equipment and supplies used to maintain the dwelling except automobiles, boats, camping vehicles, firewood, fence posts, tool sheds, motorcycles, snowmobiles, explosives, or property liable to impregnate or otherwise damage the mover's equipment, perishable foodstuffs subject to spoilage, building materials, fuel, or other similar non-household good items.

(2) Packing: The State will pay up to \$800 for packing and/or unpacking breakables. The employee must make arrangements and pay the mover for any additional packing required.

(3) Insurance: The carrier will provide insurance against damage up to \$0.60 per pound for the total weight of the shipment. The State will reimburse the employee for insurance costs not to exceed an additional \$0.65 per pound of the total weight of the shipment.

(4) In addition to the above packing allowances, the State will pay the following accessorial charges which are required to facilitate the move:

- a. Appliance service;
- b. Piano or organ handling charges;
- c. Flight, elevator, or distance carry charges;
- d. Extra labor charges required to handle heavy items (e.g., pianos, organs, freezers, pool tables, etc.).

(5) Charges for stopping in transit to load or unload goods and the cost of additional mileage involved to effect a stop in transit must be paid by the employee. Also, extra labor required to expedite a shipment at the request of the employee must be paid by the employee.

C. Mobile Homes. The State will pay the reasonable actual cost for moving a mobile home if it is the employee's domicile, plus a maximum \$1,000 allowance for blocking, unblocking, securing contents or expando units, installing or removing tires (on wheels) on or off the trailer, and removing or replacing existing skirting. Utility connections to existing utilities within an established mobile home park will be paid by the State up to \$200 . "Actual Moving Cost" includes only the transportation costs, escort service when required by governmental unit, special lighting permits, tolls, or surcharges. "Actual Moving Cost" does not include the moving of oil tanks, out buildings, swing sets, etc., that cannot be dismantled and secured inside the mobile home.

Mobile home liability is limited to damage to the unit caused by negligence of the carrier, and to contents up to a value of \$1,500. Additional excess valuation and/or hazard insurance may be purchased from the carrier at the expense of the employee.

The repair or replacement of equipment of the trailer (e.g., tires, axles, bearings, lights, etc.) is the responsibility of the owner.

D. Storage of Household Goods. The State will pay for storage not in excess of 60 days in connection with an authorized move at either origin or destination, only when housing is not readily available.

E. Temporary Travel Expense. From effective date of reassignment, up to 60 calendar days of travel expense at the new assigned work station are allowed. Extension beyond 60 days, but not to exceed a total of 180 days, should be allowed due to

unusual circumstances in the full discretion of the Employer. Authorized travel shall include one round trip weekly between the new work station and the former residence.

- F. To Secure Housing. A continuing employee and one additional family member will be allowed up to three round trips to a new official work station for the purpose of securing housing. Travel, lodging, and food costs will be reimbursed up to a maximum of nine days in accordance with the Standardized Travel Regulations.

SECTION 19. COMPENSATION FOR ASSAULTED EMPLOYEES.

- A. In the event that an employee suffers physical injury resulting in disability from State employment as a result of a direct physical attack by a person other than a fellow State classified employee, the disabled employee's normal biweekly net salary shall be continued during the period of disability necessitating absence from work which is caused by the attack for a period not to exceed 100 weeks from the date of the attack. Net salary shall be defined in accordance with current practice. As a condition precedent to salary continuation as authorized herein, the disabled employee shall be receiving Workers' Compensation benefits, be on the Department's payroll, provide written notice of claim to the Appointing Authority within 30 days of the attack, submit to such medical examination as the Appointing Authority shall require, and reimburse the Department to the full extent of any Workers' Compensation benefits paid. Fringe benefits normally received by employees eligible under this Section shall continue in effect during the time the employee receives the supplement provided herein. The parties agree that the word "attack" as used in this section has the same meaning as "assault" in P.A. 452 of 1978, MCL 38.1181.

- B. Disability Payment.

In the event of an injury or illness for which an employee is eligible and receiving a work disability benefit under the Michigan Workers' Disability Compensation Law, such employee shall be provided salary payment which with the work disability payment equals two-thirds of the regular salary or wage for the first 50 weeks of disability. Leave credits may be utilized to the extent of the difference between such payment and the employee's regular salary or wage. The Employer will consider, upon request, extending approval of the supplemental pay beyond 50 weeks consistent with current practice. Approval of any supplement is limited to a combined total of 100 weeks.

SECTION 20. MEAL AND TRAVEL REIMBURSEMENT.

Effective October 1, 1984, employees shall be entitled to travel reimbursement at the rates and in accordance with the Standardized Travel Regulations which are in effect on the date(s) of travel.

SECTION 21. MAINTENANCE OF CONDITIONS.

Economic benefits which were in effect on the effective date of this Agreement and which are not specifically provided for or abridged by this Agreement will continue in effect throughout the life of this Agreement unless altered by mutual consent of the Employer

and the Union or unless it can clearly be demonstrated that the conditions upon which the benefit had previously been granted have substantially changed to the point where continuing the benefit is not for the purpose for which it was granted. Any changes in economic benefits under this provision must be submitted to and approved by the Civil Service Commission.

SECTION 22. COMPENSATION POLICY UNDER CONDITIONS OF GENERAL EMERGENCY.

- A. General Emergency. Conditions of general emergency include, but are not necessarily limited to, severe or unusual weather, civil disturbance, loss of utilities, physical plant failures, or similar occurrences. Such conditions may be widespread or limited to specific work locations.
- B. Administrative Determination. When conditions in an affected area or a specific location warrant, State facilities may be ordered closed or, if closure is not possible because of the necessity to continue services, a facility may be declared inaccessible. The decision to close a State facility or to declare it inaccessible shall be at the full discretion of the Governor or his/her designated representative.
- C. Compensation in Situation of Closure. When a State facility is closed by the Governor or his/her designated representative or a non State-controlled facility is closed, affected employees shall be authorized administrative leave to cover their normally scheduled hours of work during the period of closure, unless such employees can be temporarily assigned to another facility or are assigned to perform appropriate job responsibilities away from the facility.

Individual employees of facilities ordered closed may be required to work to perform essential services during the period of closure. When such is the case, these employees shall be compensated in the manner prescribed for employees who work under conditions of declared inaccessibility.

- D. Compensation in Situation of Inaccessibility. If a State facility has not been closed but declared inaccessible in accordance with the Governor's policy, and an employee is unable to report for work due to such conditions, she/he shall be granted administrative leave to cover his/her normally scheduled hours of work during the period of declared inaccessibility.

An employee who works at a State facility during a declared period of inaccessibility shall be paid his/her regular salary and, if overtime work is required, in accordance with the overtime pay regulations. In addition, such employees shall be granted compensatory time off equal to the number of hours worked during the period of declared inaccessibility.

- E. Additional Timekeeping Procedures. If a State facility has not been closed or declared inaccessible or a non State-controlled facility has not been closed during severe weather or other emergency conditions, an employee unable to report to work because of these conditions shall be allowed to use annual leave or compensatory

time credits. If sufficient credits are not available, the employee shall be placed on lost time.

When an employee is absent from a scheduled work period, a portion of which is covered by a declaration of closure or inaccessibility or closure of a non State-controlled facility, annual leave or compensatory time credits may be used to cover that portion of his/her absence not covered by administrative leave. If sufficient credits are not available, the employee shall be placed on lost time.

Employees who suffer lost time as the result of the application of this policy shall receive credit for a completed biweekly work period for all other purposes.

SECTION 23. LONGEVITY.

A. Eligibility.

- (1) Career employees who separate from State service and return and complete five years (10,400 hours) of full-time continuous service prior to October 1 of any year shall have placed to their credit all previous State classified service earned.
- (2) To be eligible for a full annual longevity payment after the initial payment, a career employee must have completed continuous full-time classified service equal to the service required for original eligibility, plus a minimum of one additional year (2080 hours).
- (3) Career employees rendering seasonal, intermittent or other part-time classified service shall, after establishing original eligibility, be entitled to subsequent annual payments on a pro rata basis for the number of hours in pay status during the longevity year.

B. Payments.

Payment shall be made in accordance with the table of longevity values based on length of service as of October 1.

LONGEVITY SCHEDULE OF PAYMENTS	
<u>Equivalent Hours of Service Prior to Oct. 1</u>	<u>Payments</u>
10,400 – 18,719	\$ 260
18,720 – 27,039	\$ 300
27,040 – 35,359	\$ 370
35,360 – 43,679	\$ 480
43,680 – 51,999	\$ 610
52,000 – 60,319	\$ 790
60,320 and over	\$1,040

- (1) No active employee shall receive more than the amount scheduled for one annual longevity payment during any twelve-month period except in the event of retirement or death, or as provided in paragraph 7 of this Subsection.

(2) Initial payments: Employees qualify for their initial payment by completing an aggregate of 10,400 hours of continuous service prior to October 1. The initial payment shall always be a full payment (no pro-ration).

(3) Annual Payments

- a. Employees qualify for full annual payment by completing 2,080 hours of continuous service during the longevity year.
- b. Employees who are in pay status less than 2,080 hours shall receive a pro rata annual payment based on the number of hours in pay status during the longevity year.

(4) Payments to employees who become eligible on October 1 of any year shall be made on the pay date following the first full pay period in October, except that pro rata payments in case of retirement or death shall be made as soon as practicable thereafter.

(5) Lost Time Considerations

- a. Lost time is not creditable continuous service nor does it count in qualifying for an initial or an annual payment.
- b. Employees do not earn State service credit in excess of 80 hours in a biweekly pay period. Paid overtime does not offset lost time, except where both occur in the same pay period.

(6) Payment to Employees on Leave of Absence Without Pay and Layoff on October 1

- a. An employee on other than a waived rights leave of absence, who was in pay status less than 2,080 hours during the longevity year, will receive a pro rata annual payment based on the number of hours in pay status during the longevity year. Such payment shall be made on the pay date following the first full pay period in October.
- b. An employee on a waived rights leave of absence will receive a pro rata longevity payment upon returning from leave.

(7) Payment at Retirement or Death

An employee with 10,400 hours of currently continuous service, who separates by reason of retirement or death, shall qualify and receive both a terminal and a supplemental payment as follows:

- a. A terminal payment, which shall be either:

- (1) A full initial longevity payment based upon the total years of both current and prior service, if the employee has not yet received an initial longevity payment; or
 - (2) A pro rata payment for time worked from the preceding October 1 to the date of separation, if previously qualified. The pro rata payment is based on hours in pay status since October 1 of the current fiscal year.
- b. A supplemental payment for all time previously not counted in determining the amount of prior longevity payments, if any.

C. Longevity Overtime.

Upon conversion, the regular rate add-on for longevity will be calculated and paid retroactively for overtime worked in the previous fiscal year. This amount will be included in the longevity payment.

SECTION 24. BEREAVEMENT LEAVE.

Employees shall be allowed reasonable and necessary time off by mutual agreement in the event of the death of a member of the immediate family. Immediate family shall be as defined in Article 16, Section 2 of this Agreement. Such time shall be covered by accrued sick leave and/or annual leave credits. In the event of a dispute, an employee shall be guaranteed a minimum of five (5) days leave, if requested.

SECTION 25. JURY DUTY/WITNESS DUTY.

If an employee is selected for jury duty, the summons should be obeyed. Failure to do so may cause the employee to be considered in contempt of court.

While serving on jury duty, an employee will be granted administrative leave (time off with full pay) provided the employee reimburses the Appointing Authority for the jury duty pay received from the court. Alternatively, an employee may, at the employee's discretion, use annual leave when serving on a jury and keep the jury duty pay. When not impaneled for actual service and only on call, the employee shall report back to work unless authorized by the supervisor to be absent from his/her work assignment.

To receive administrative leave for jury duty, an employee must:

- A. Promptly provide a copy of the jury duty summons to his/her supervisor;
- B. Notify the supervisor of the jury duty schedule on a daily basis at or before the beginning of the employee's scheduled work day in accordance with Departmental procedures regarding reporting of absences;
- C. Certify, in writing, each period of time actually served as a juror for which administrative leave is requested; and

- D. Submit the jury duty paycheck stub as soon as it is received together with a payment equal to the jury duty pay in accordance with Departmental procedures.

Travel allowances paid to the employee by the court may be retained, as they are not considered jury duty pay. Employees shall not be permitted to use a State vehicle for travel connected with jury duty and shall not be reimbursed by the Appointing Authority for travel allowances.

An employee requested or subpoenaed to appear before a court as a witness for the People is entitled to administrative leave (time off with full pay) provided that the employee certifies in writing the period of time of such appearance and for which such administrative leave is requested. Employees must reimburse the Department for any witness fees received, up to the amount of their salary.

If an employee is subpoenaed as a witness or appears in court in any capacity other than as a witness for the People, she/he will not be considered as being on duty, nor will administrative leave be granted. Any authorized absence shall be charged to annual leave and employees may retain any expenses or monies received from the court.

If, however, the court appearance is required as a result of conduct occurring in the course of employment and the employee had a reasonable basis for believing the alleged conduct was within the scope of the authority delegated to the employee, the employee will be considered as being on duty.

SECTION 26. TUITION REIMBURSEMENT.

- A. Only to the extent that funds have been appropriated and allocated by the Department/Agency, specifically for tuition reimbursement, the Employer agrees to establish a system of tuition reimbursement for employees. The Employer agrees to notify the Union, upon request, of the amount of money allocated by the Department/Agency for such purpose and of any changes in such allocation.

Reimbursement shall apply only to the per-credit-hour cost of tuition and shall not apply to such items as lab fees, miscellaneous fees, books, or supplies. Selection among eligible applicants, and proportion of reimbursement, shall be determined by the Employer. Employees selected for such tuition reimbursement program shall only be reimbursed upon presenting written documentation of successful completion of the course.

Tuition reimbursement shall not be made unless the course pertains to the employee's current occupation. No employee shall receive reimbursement for more than one course in any one semester or term.

The procedures to be used for application, approval, and verification of successful completion shall be established by the Department/Agency.

The provisions of this Section shall not apply in those cases where the Employer requires employees to take a course(s) as part of their assigned duties.

- B. Subject to legislative appropriation, the parties agree to establish a special Educational Development Fund of \$25,000 in each of two fiscal years, 1990-91 and 1991-92. The amount remaining in the Educational Development Fund at the end of any Fiscal Year shall be carried forward and added to the amount, if any, designated for the fund in the next Fiscal Year. The amount designated for the fund in each of the three Fiscal Years 1993-94, 1994-95, and 1995-96 shall be \$20,000. The amount designated for the fund in each of the three Fiscal Years 1996-97, 1997-98 and 1998-99 shall be \$25,000. The amount designated for the fund in each of the three fiscal years 1999-2000, 2000-01, and 2001-02 shall be \$50,000. This fund will be administered by a joint Labor-Management Committee consisting of an equal number of representatives of the Union and the Employer. Properly designated Union representatives to the committee shall be released for all time approved by the Office of State Employer related to the committee's work. Any pay provided by the Employer is governed by Civil Service rules and regulations.

The Labor-Management Committee will establish goals and objectives as well as the requirements for utilization of this fund. All fund expenditures will be made based on criteria established by the committee and will require agreement of the parties. No program established by the committee will replace obligations of the Employer or the Union under the existing Agreement.

Among the projects which may be addressed by this fund are (not in order of importance) tuition reimbursement for employees seeking a degree or certificate; assisting employees to adjust to the cyclical nature of employment in this Bargaining Unit; and addressing other specific needs of both active and laid-off employees in this unit. This is not intended to be an exhaustive list of projects but is intended to illustrate the scope of activities that the committee may consider.

The Labor-Management Committee will meet and begin its work within 90 calendar days after Civil Service Commission ratification of this Agreement. In this way, programs can be in place at the beginning of the fiscal year in question.

SECTION 27. A QUALIFIED 401(K) TAX-SHELTERED PLAN.

A qualified 401(K) Tax-Sheltered Plan shall be available to employees in this Bargaining Unit.

SECTION 28. GROUP AUTO AND HOMEOWNERS PLAN.

Employees in this Bargaining Unit shall, upon completion of a successful bidding process, be eligible for enrollment in a Group Auto and Homeowners Plan with the employee to pay the entire cost of any premiums.

SECTION 29. FLEXIBLE COMPENSATION PLAN.

The Employer shall maintain the current Flexible Compensation Plan for employees in this Bargaining Unit.

Employees in this Bargaining Unit will be offered participation in the State of Michigan Dependent Care and Medical Spending Accounts authorized in accordance with Section 125 of the Internal Revenue Code, except as provided in Article 22, Section 3, Health Insurance.

Beginning January 1, 2021, the Employer shall offer employees the option of enrolling in either a general-purpose flexible spending account or a limited-purpose flexible spending account, as authorized by federal law for healthcare expenses.

SECTION 30. SCHOOL/COMMUNITY PARTICIPATION LEAVE.

- A. Intent. The parties recognize the positive role parental and other adult involvement in school activities plays in promoting educational success. The parties intend by this Section to foster employee involvement in educational programs.

- B. Leave Credits. Effective October 1, 1996, permanent intermittent, limited term and permanent employees who have satisfactorily completed 1,040 hours in State classified service shall annually receive eight (8) hours of paid school participation leave to be used in accordance with normal requirements for annual leave usage, provided, however, that such leave may be utilized in increments of one (1) hour if requested.

Employees may use the leave to participate in any education activity including but not limited to tutoring, field trips, classroom programs, school committees, including preschool programs, and in accordance with any applicable collective bargaining Agreements governing the educational program.

Additionally, employees may use the leave to participate in community activities. The leave may also be used for active participation in any structured secular community activity sponsored by a governmental agency, or a non-profit community organization or agency, and not for mere attendance at community events.

The use of the leave is intended for active participation in school or community programs and not for mere attendance at extra-curricular activities. To request school participation leave, employees shall complete a school participation leave form provided by the Employer.

School participation leave shall be credited to employees on each October 1, and shall not carry forward beyond the Fiscal Year.

Article 23

TRAINING

All policies, work rules and standards, and regulations concerning conduct and performance shall be available to employees. The Employer shall provide sufficient initial training and periodic retraining to all employees.

In the UIA and WDA, the Employer shall make a reasonable effort to provide a minimum of forty (40) hours of formal initial training; and periodic, continuous formal retraining to all employees. Such training shall be provided by qualified trainers and shall be provided to enable the employees to effectively understand the work expected of them and to perform their job duties. All other Departments will provide appropriate training to HSS members, as needed, to effectively perform their job duties.

Copies of pertinent Civil Service Commission and Department rules, policies and regulations shall be provided or made available to an employee at the beginning of his/her employment and at such time as the rules, policies and/or regulations change or become effective. A record of each employee's training courses completed shall be kept by the employee's Appointing Authority.

Article 24

DRUG AND ALCOHOL TESTING

SECTION 1. TESTING.

The Employer may require an employee to submit to urinalysis drug screening or alcohol breath testing under the circumstances set forth below in Subsections A through E.

An employee may refuse to submit to a drug screening or alcohol test but the employee shall be warned that such refusal constitutes grounds for discipline equivalent to discipline imposed for a positive test result, and allowed an opportunity to submit to the testing as though the employee had originally complied with the order.

- A. Preappointment Testing. An employee not occupying a test-designated position shall submit to a urinalysis drug screening if the employee is selected for a test-designated position. The employee shall not perform any duties of a test-designated position until the employee has submitted to and passed a drug screening. If the employee fails or refuses to submit to the drug test, interferes with a test procedure, or tampers with a test sample, the employee shall not be appointed or otherwise placed in the test-designated position and will be ineligible for appointment to or placement in a test-designated position for a period of three years. Also, the employee may be disciplined if the employee fails a drug test, refuses to submit to the drug test, interferes with a test procedure, or tampers with a test sample.

- B. Random Testing. An employee in a test-designated position may be selected at random from a pool comprised of test-designated positions covered by this Agreement. The number of urinalysis drug screenings performed at random each calendar year may not exceed a number equal to 15% of the number of test-designated positions in the pool. The number of alcohol breath tests performed at random each calendar year may not exceed a number equal to 15% of the number of test-designated positions in the pool.

- C. Reasonable Suspicion Testing. An employee may be required to submit to urinalysis drug screening or alcohol breath testing based on reasonable suspicion. Reasonable suspicion means a belief, drawn from specific objective facts and reasonable inferences drawn from those facts in light of experience, that an employee is using or may have used drugs or alcohol in violation of this Agreement or a departmental work rule. By way of example only, reasonable suspicion may be based upon any of the following:
 - 1. Observable phenomena, such as direct observation of drug or alcohol use or the physical symptoms or manifestations of being impaired by, or under the influence of, a drug or alcohol.
 - 2. A report of on-duty or sufficiently recent off-duty drug or alcohol use provided by a credible source.
 - 3. Evidence that an individual has tampered with a drug test or alcohol test during employment with the State of Michigan.

4. Evidence that an employee is involved in the use, possession, sale, solicitation, or transfer of drugs or alcohol while on duty, while on the Employer's premises, or while operating the Employer's vehicle, machinery, or equipment.

The basis of support for the reasonable suspicion drug screening or alcohol test will be documented by a trained supervisor. An employee shall not be required to submit to a reasonable suspicion drug screening or alcohol test without the individualized expressed approval of the Employer designated Drug and Alcohol Testing Coordinator (DATC) or his/her designee.

- D. Post-Accident Testing. An employee in a test-designated position shall submit to a drug test or an alcohol test if there is evidence that the employee in the test-designated position may have caused or contributed to a serious work accident. A serious work accident is defined as an on-duty accident resulting in death, or serious personal injury requiring immediate medical treatment, that arises out of any of the following:

1. The operation of a motor vehicle.
2. The discharge of a firearm.
3. A physical confrontation.
4. The provision of direct health care services.
5. The handling of dangerous or hazardous materials.

- E. Follow-up testing. An employee shall submit to unscheduled follow-up drug and/or alcohol testing if, within the previous 24-month period, the employee voluntarily disclosed drug or alcohol problems, entered into or completed a rehabilitation program for drug or alcohol abuse, failed or refused a pre-appointment drug test, or was disciplined for violating the provisions of this Agreement and employer work rules.

The Employer may require an employee who is subject to follow-up testing to submit to no more than six unscheduled drug or alcohol tests within any twelve-month period.

SECTION 2. TEST-DESIGNATED POSITIONS.

For purposes of this Article, test-designated positions are:

- A. Safety-sensitive positions in which the incumbent is required to possess a valid commercial driver's license or to operate a commercial motor vehicle, an emergency vehicle, or dangerous equipment or machinery.
- B. A position in which the incumbent possesses law enforcement powers or is required or permitted to carry a firearm while on duty.

- C. A position in which the incumbent, on a regular basis, provides direct health care services to persons in the care or custody of the State or one of its political subdivisions.
- D. A position in which the incumbent has regular unsupervised access to and direct contact with prisoners, probationers, or parolees.
- E. A position in which the incumbent has unsupervised access to controlled substances.
- F. A position in which the incumbent is responsible for handling or using hazardous or explosive materials.
- G. Additional test-designated positions in other classifications whose duties are not as provided in Subsections A through F above shall be subject to the provisions of this article pursuant to secondary negotiations.
- H. New classifications, or levels added to existing classifications, may include duties consistent with those identified for test-designated positions in Subsections A through F above. The employer shall meet with the union to review the new classification or level prior to requiring an employee in the new class to submit to testing under this Article.

SECTION 3. DRUG AND ALCOHOL TESTING PROTOCOL.

- A. Protocol. The Employer will adopt the U.S. Department of Health and Human Services Mandatory Guidelines for Federal Workplace Drug Testing Programs as the protocol for drug testing and the U.S. Department of Transportation Procedures for Transportation Workplace Drug and Alcohol Testing Programs for alcohol testing.

After adoption of the protocol, and its implementation, the protocol shall not be subject to change except by mutual Agreement of the parties and approval by the Civil Service Commission.

- B. Definitions. The parties agree to incorporate in this Agreement the definitions contained in the U.S. Department of Health and Human Services Mandatory Guidelines for Federal Workplace Drug Testing Programs, as may be amended, and in the U.S. Department of Transportation Procedures for Transportation Workplace Drug and Alcohol Testing, as may be amended. In addition, the parties agree to define “credible source” as, “One who is trustworthy and entitled to be believed. One who is entitled to have his/her oath or affidavit accepted as reliable, not only on account of his/her good reputation for veracity, but also on account of his/her intelligence, knowledge of the circumstances, and disinterested relation to the matter in question. One who is competent to testify.”

SECTION 4. UNION REPRESENTATION.

Employees may confer with an available Union representative on site (if available on site), or through a telephone conference, whenever an employee is directed to submit to a

reasonable suspicion alcohol or drug test, provided such contact will not unreasonably delay the testing process.

SECTION 5. REVIEW COMMITTEE FOR DRUG AND ALCOHOL TESTING.

A committee consisting of three (3) representatives of the SEIU Coalition and three (3) representatives of the Employer shall meet prior to the implementation of the drug and alcohol testing program to review and discuss the testing procedures, collection methods, quality assurance, and other matters pertaining to the operation of the testing program. The review committee will also meet, upon request of either party, to review testing data and discuss problems related to the administration of the testing program. The committee may vote on matters it discusses. The committee's recommendations, if any, will be submitted to the Employer for its consideration. Recommendations voted on by the committee will be reported as "Without Recommendation" if based on a 3-3 tie vote and as a "Unanimous Recommendation" for any vote other than 3-3.

SECTION 6. REQUIRED TREATMENT.

In the event of a positive test, and in the further event that a sanction less than discharge is imposed, the employee shall be referred to a substance abuse professional for assessment and treatment.

SECTION 7. SELF-REPORTING.

An employee who voluntarily discloses to the Employer a problem with drugs or alcohol shall not be disciplined for such disclosure if, and only if, the problem is disclosed before the occurrence of any of the following:

- A. For reasonable suspicion testing, before the occurrence of an event that gives rise to reasonable suspicion that the employee has violated this Agreement or a department work rule.
- B. For pre-appointment testing, follow-up testing, and random testing, before the employee is selected to submit to a drug test or alcohol test.
- C. For post-accident testing, before the occurrence of any accident that results in post-accident testing.

After self-reporting, the Employer shall permit the employee an immediate leave of absence, subject to the provisions of Article 16, Leaves, to obtain medical treatment or to participate in a rehabilitation program. In addition, the Employer shall remove the employee from the duties of a test-designated position until the employee submits to and passes a follow-up drug or alcohol test. The Employer may require the employee to submit to further follow-up testing as a condition of continuing or returning to work.

An employee may take advantage of this provision no more than two times while employed in the classified service. An employee making a report is not excused from any subsequent drug or alcohol test or from otherwise complying in full with this Article. An employee making a report remains subject to all drug and alcohol testing requirements

after making a report and may be disciplined as the result of any subsequent drug or alcohol test, including a follow-up test.

SECTION 8. CONFIRMATION ALCOHOL TESTING.

If an employee is tested for alcohol and is determined to have a blood alcohol level equal or greater than 0.02% in both the initial Evidentiary Breath Test (EBT) and the confirmation Evidentiary Breath Test, at the employee's option and at the employee's full cost, the employee may elect to have a second confirmation test carried out by drawing a sample of blood and submitting it for testing at an approved laboratory. This option is only available if the testing site where the two positive breath tests were conducted is equipped to draw the blood and either directly provide for its testing for level of blood alcohol or transport the sample to a laboratory which is certified to test the sample for level of blood alcohol. The protocol for such confirmation blood testing for alcohol (including but not limited to chain of custody, security, integrity and identity of sample, transportation to testing laboratory if required, reporting of results, etc.) shall be determined prior to initiation of alcohol testing under this Article and shall be a topic for discussion in the committee established in this Article. The employee shall remain off the job until the results of the second confirmation test are provided to the Employer and may use available leave credits, if desired.

See Appendix E for information relative to Confirmation Drug Testing.

Article 25

TERMINATION

This agreement shall be effective January 1, 2019, and shall continue in full force and effect until midnight, December 31, 2021 for all provisions except Wages (Article 22, Section 1) and Group Insurances (Article 22, Sections 2-10 and 29, and Appendices J-2, J-3 and J-4). Either party may give written notice to the other of its intention to negotiate a new primary agreement no later than one hundred eighty (180) calendar days prior to the termination date.

Wages (Article 22, Section 1) and Group Insurances (Article 22, Sections 2-10 and 29, and Appendices J-2, J-3, and J-4) are effective October 1, 2019 through September 30, 2020. Either party may give written notice to the other of its intention to negotiate a new agreement on Wages and Group Insurances for FY 2021 and FY 2022 no later than May 1, 2019.

IN WITNESS WHEREOF, the parties hereto have set their hands:

Human Services Support Unit Of Local 517-M, Service Employees International
UNION (SEIU), AFL-CIO, CLC
Janice Cosey, President, Chief Negotiator

STATE OF MICHIGAN, OFFICE OF THE STATE EMPLOYER
Gerri Smith, Chief Negotiator

Appendix A

HUMAN SERVICES SUPPORT BARGAINING UNIT CLASSIFICATIONS

Class Title

Dsblt Dtrmtn Asst 8
Dsblt Dtrmtn Asst 9
Dsblt Dtrmtn Asst E10
Dsblt Dtrmtn Asst 11
Emp Srvs Anlst 10
Emp Srvs Anlst 12
Emp Srvs Anlst 9
Emp Srvs Anlst P11
Emplnt Service Intvr 11
Emplnt Service Intvr 9
Emplnt Service Intvr E10
Home Aide 6
Home Aide 7
Home Aide E 8
Indian Outreach Wkr 8
Indian Outreach Wkr 9
Indian Outreach Wkr E10

Interpreter Deaf 7
Interpreter Deaf 9
Interpreter Deaf E 8
Liability Examiner 8
Liability Examiner 9
Liability Examiner E10
Migrant Srvs Worker 8
Migrant Srvs Worker 9
Migrant Srvs Worker E10
Un Emp Ins Exm 11
Un Emp Ins Exm 8
Un Emp Ins Exm 9
Un Emp Ins Exm E10
Unemp Ins Anl 10
Unemp Ins Anl 12
Unemp Ins Anl 9
Unemp Ins Anl Dptl Tr 9
Unemp Ins Anl P11

Appendix C-1

SEIU LOCAL 517M HUMAN SERVICES SUPPORT UNIT Article 16 Letter of Understanding—BANKED LEAVE TIME PROGRAM

Section 1. Eligibility.

Permanent and limited-term, full-time, part-time, seasonal, and permanent intermittent, probationary and non-probationary employees shall be required to participate in the Banked Leave Time Program (Program), known as Part B under the State's Annual and Sick Leave Program. Non-career employees are not eligible to participate in the Program.

Section 2. Definitions and Description of Program.

An eligible employee shall work a regular work schedule, but receive pay for a reduced number of hours. The employee's pay shall be reduced by four (4) hours per pay period for full-time employees, and by a pro-rata number of hours for less than full-time employees. The employee will be credited with a like number of Banked Leave Time (BLT) hours for each biweekly pay period.

Section 3. Hours Eligible for Conversion to Program.

The number of BLT hours for which the employee receives credit shall be accumulated and reported periodically to participating employees. During the term of this Letter of Understanding, an employee shall not be able to accumulate in excess of 160 BLT hours. Accumulated BLT hours shall not be counted against the employee's regular annual leave cap, known as Part A hours under the Annual and Sick Leave Program.

The employee shall be eligible to use the accumulated BLT hours in a subsequent pay period in the same manner as annual leave, pursuant to Article 16. Compensatory time must be utilized prior to the utilization of BLT hours.

Section 4. Timing of Conversion of Unused Program Hours.

Upon an employee's separation, death or retirement from state service, unused BLT hours shall be contributed by the State to the employee's account within the State of Michigan (401(k) plan and, if applicable, to the State of Michigan 457 plan. Such contributions shall be treated as non-elective employer contributions, and shall be calculated using the product of the following: (i) the number of BLT hours and, (ii) the employee's base hourly rate in effect at the time of the contribution.

If the amount of a projected contribution would exceed the maximum amount allowable under Section 415 of the Internal Revenue Code (when combined with other projected contributions that could against such limit), the State shall first make a contribution to the employee's account within the State of Michigan 401(k) plan up to the maximum allowed, and then make the additional contribution to the employee's account within the State of Michigan 457 plan.

Section 5. Insurances, Leave Accruals and Service Credits.

Retirement service credits, overtime compensation, longevity compensation, step increases, continuous service hours, holiday pay, annual and sick leave accruals will continue as if the employee had received pay for the BLT hours. Premiums, coverage and benefit levels for insurance programs (including LTD) in which the employee is

enrolled will not be changed as a result of participation in the Program. Employees shall incur no break in service due to participation in the Program. The Program is not intended to have an effect on the Final Average Compensation calculations under the State's Defined Benefit Plan nor the salary used for employer contribution calculations under the State's Defined Contribution Plan.

Section 6. Relationship to Voluntary Work Schedule Adjustment (VWSA) Plan A and Voluntary Work Schedule Adjustment (VWSA) Plan C.

Before incurring unpaid VWSA Plan A or VWSA Plan C hours, all BLT hours must be exhausted.

Section 7. Term.

The Pay reduction and accrual provisions of this Letter of Understanding shall continue through the end of the pay period of October 22, 2005.

FOR THE UNION FOR THE EMPLOYER

/s/ Charlotte L. Duncil 11/1/04
Charlotte L. Duncil
President
HSS Division, SEIU Local 517M

/s/ Jan F. Miller 11/1/04
Jan F. Miller
Office of the State Employer

Appendix C-3

Letter of Understanding—Article 23 – TRAINING

During negotiations in 2018, the parties agreed to explore programs for a one-day training that will focus on improving the communication between management and Union representatives, with the goal of improving labor-management relations. The parties will mutually agree to any program offered, including necessary adaptations to content, the number of participants to include and who will be responsible for the costs of the program. Each party will determine its participants. In an effort to minimize the costs of such a training program, the parties will seek to adapt currently available programs and utilize the services of instructors/facilitators who may be available at reduced or no cost.

Appendix C-4

Letter of Understanding—Article 22 – ECONOMICS

The parties have discussed a program of long-term care insurance to be offered to bargaining unit employees, their spouses, parents, and parents-in-law. The following provisions apply to this program:

1. Premiums will be fully paid by employees/enrollees.
2. Current employees are guaranteed to be eligible for coverage if they enroll during the initial enrollment period. New employees are also guaranteed to be eligible if they enroll during the enrollment period that applies to new hires.
3. Employees who elect to enroll outside the enrollment period, as well as all spouses, parents, and parents-in-law, are subject to underwriting (i.e., they will be required to answer certain questions about their medical history to determine their eligibility to enroll).
4. Premiums for active employees will be paid through payroll deduction. Under current IRS tax code provisions, such premiums are to be taken from after-tax income and are not eligible for reimbursement from a medical spending account or other pre-tax reimbursement account.

FOR THE EMPLOYER

/s/ Janine M. Winters 1/15/02
Janine M. Winters, Director Date
Office of the State Employer

/s/ Susan O'Doherty 1/14/02
Susan O'Doherty Date

FOR THE UNION

/s/ Victoria L. Cook 1/8/02
Victoria L. Cook, President Date
Local 31-M, SEIU, AFL-CIO

Appendix C-5

Letter of Understanding—Article 22 – ECONOMICS

Payroll Deductions and Remittance for Educational Trust Fund

The parties recognize that the State may offer state employees the opportunity for payroll deduction in conjunction with individual employees' participation in a program similar to the Michigan Educational Trust (M.E.T.) Program. In the event the State initiates a payroll deduction opportunity for trust fund participants, members of the bargaining unit who are trust fund participants will be offered the opportunity to individually initiate enrollment in such payroll deduction program.

It is understood that initiation and continuation of the payroll deduction program is subject to the provisions of applicable statutes and regulations, and will be administered in accordance with such laws and regulations. Should the State determine to alter, amend, or terminate such payroll deduction program, the State will provide the Union advance notice and, upon Union request, meet to review and discuss the reasons for such actions prior to their implementation.

For purposes of administering contractual union security provisions and payroll accounting procedures, it is understood and agreed that such payroll deduction, if and when individually authorized by the employee, will be taken only when the employee has sufficient residual earnings to cover it after deductions for any applicable employee organization membership dues or service fees have been made.

FOR THE EMPLOYER

/s/ Janine M. Winters 11/9/95
Janine M. Winters, Director Date
Office of the State Employer

/s/ Susan O'Doherty 11/9/95
Susan O'Doherty Date

FOR THE UNION

/s/ Victoria L. Cook 11/9/95
Victoria L. Cook, President Date
Local 31-M, SEIU, AFL-CIO

Appendix C-9

**SEIU LOCAL 517M HUMAN SERVICES SUPPORT UNIT—Letter of
Understanding—Article 5, Section 5**

During negotiations in 2018, the parties agreed the Union would reimburse to the State of Michigan the amount of \$400 per month during the term of this Agreement as rent for the Union office space currently being used by the Union.

Appendix C-13

SEIU LOCAL 517M HUMAN SERVICES SUPPORT UNIT Letter of Understanding
Article 3, Section 5 Contracting Committee

During the 2007 negotiations, the Office of the State Employer and SEIU Local 517M agreed to establish a joint committee for the purpose of reviewing the contracting out of services including CS-138's.

For the Union
/s/ Jackie Adams

For the Employer
/s/ Thomas Fredericks

Appendix D-1

Article 22, Section 12. PERSONAL LEAVE DAY

The following principles apply to the crediting of hours for the Personal Leave Day:

1. Full-time employees on payroll on October 1 get 16 hours regardless of anything else.
2. Full-time employees not actively at work on October 1 get 16 hours when they return from leave of absence or lost time.
3. Full-time employees who were laid off on October 1, but subsequently recalled to a full-time position have the personal leave grant pro-rated based on the number of pay periods remaining in that fiscal year.
4. Less than full-time employees get a proportionate personal leave grant based on the average hours in pay status during the most recent six biweekly work periods to October 1 (including the period which contains October 1 and work periods when not in pay status).
5. Permanent-intermittent employees who work 80 hours during the pay period which includes October 1 are entitled to 16 hours personal leave.

Appendix D-2

HOLIDAY PAY FOR PERMANENT-INTERMITTENT EMPLOYEES

Permanent employees working less than full time shall qualify for paid holiday absence as follows:

1. Employees are entitled to a full holiday credit of eight hours if they otherwise have been in full pay status for the pay period in which the holiday falls.
2. Employees not in full pay status for the pay period in which the holiday falls are entitled to proportionate holiday credit based on the average hours in pay status during the six biweekly work periods (including work periods when not in pay status) preceding the work period in which the holiday occurs.
 - a. Permanent employees not in pay status during the biweekly work period when a holiday occurs are entitled to proportionate holiday credit upon return from furlough.
 - b. Newly hired employees who have completed less than six biweekly work periods are entitled to proportionate holiday credit based on the average hours in pay status since appointment.

Appendix E

SEIU LOCAL 517M HUMAN SERVICES SUPPORT UNIT LETTER OF UNDERSTANDING CONFIRMATION OF DRUG TESTING RESULTS

For informational purposes only, as provided by the U.S. Department of Health and Human Services Mandatory Guidelines for Federal Workplace Drug Testing programs, the drug testing protocol is as follows;

After drug testing is authorized, an employee is transported to a collection site to provide a urine sample. The specimen is sent to a certified laboratory to determine the results. If the initial screening test is positive, the laboratory will run more sophisticated testing using Mass Spectrometry/Gas Chromatography (MS/GC) testing equipment. If the MS/GC testing also reveals a positive test, the employee may elect, at his/her discretion and expense, to have the split sample portion of the sample tested at a different U.S. Department of Health & Human Services (DHHS) certified laboratory, for the presence of any positive findings.

Appendix J-2
Health insurance chart

Preventive Services	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Health maintenance exam	Covered 100% 1 per year	Not Covered	Covered 100%
Annual gynecological exam	Covered 100% 1 per calendar year	Not Covered	Covered 100%
Pap smear screening – laboratory services only ¹	Covered 100% 1 per year	Not Covered	Covered 100%
Well-baby and child care	Covered 100%	Not Covered	Covered 100%
Immunizations, annual flu shot & Hepatitis C screening for those at risk	Covered 100%	Not Covered	Covered 100%
Childhood Immunizations	Covered 100% through age 16	Covered 80%	Covered 100%
Fecal occult blood screening ¹	Covered 100%	Not Covered	Covered 100%
Flexible sigmoidoscopy ¹	Covered 100%	Not Covered	Covered 100%
Prostate specific antigen screening ¹	Covered 100% one per year	Not Covered	Covered 100%
Mammography, annual standard film or digital mammography screening ¹	Covered 100%	Covered 80% after deductible	Covered 100%
Colonoscopy ¹	Covered 100%	Covered 80% after deductible	Covered 100%

¹ Patient Protection and Affordable Care Act (PPACA) guidelines apply

Physician Office Services	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Office visits, consultations and urgent care visits	Covered, \$20 co-pay	Covered 80% after deductible	Covered, \$20 co-pay
Outpatient and home visits	Covered 90% after deductible	Covered 80% after deductible	Covered, \$20 co-pay

Emergency Medical Care	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Hospital emergency room for medical emergency or accidental injury	Covered, \$200 co-pay if not admitted		Covered, \$200 co-pay if not admitted
Ambulance services – medically necessary	Covered, 90% after deductible		Covered, 100% after deductible

Diagnostic Services	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Laboratory and pathology tests	Covered 90% after deductible	Covered 80% after deductible	Covered 100%
Diagnostic tests and x-rays	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Radiation therapy	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible

Maternity Services Includes care by a certified nurse midwife (State Health Plan PPO only)	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Prenatal care	Covered 100%	Covered 80% after deductible	Covered 100%
Postnatal care	Covered 90% after deductible	Covered 80% after deductible	Covered, \$20 co-pay
Delivery and nursery care	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible

Hospital Care	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Semi-private room, inpatient physician care, general nursing care, hospital services and supplies	Covered 90% after deductible, unlimited days	Covered 80% after deductible, unlimited days	Covered 100% after deductible Unlimited days
Inpatient consultations	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Self-donated blood storage prior to surgery	Covered 90% after deductible	Covered 80% after deductible	Check with your HMO
Chemotherapy	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible

Alternatives to Hospital Care	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Skilled nursing care up to 120 days per confinement	Covered 90% after deductible		Covered 100% after deductible
Hospice care	Covered 100% Limited to the lifetime dollar maximum that is adjusted annually by the State		Covered 100% after deductible
Home health care	Covered 90% after deductible, unlimited visits		Check with your HMO

Surgical Services	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Surgery—includes related surgical services.	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Male Voluntary sterilization	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Female Voluntary sterilization	Covered 100%	Covered 80% after deductible	Covered 100%

Human Organ and Tissue Transplants	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Liver, heart, lung, pancreas, and other specified organ transplants	Covered 100% In designated facilities only. Up to \$1 million lifetime maximum for each organ transplant		Covered 100% after deductible in designated facilities
Bone marrow—specific criteria apply	Covered 100% after deductible in designated facilities		Covered 100% after deductible in designated facilities
Kidney, cornea, and skin	Covered 90% after deductible in designated facilities	Covered 80% after deductible	Covered 100% after deductible subject to medical criteria

Other Services	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Allergy testing and therapy (non-injection)	Covered 90% after deductible	Covered 80% after deductible	Covered, 100% after deductible.
Allergy injections	Covered 90% after deductible	Covered 80% after deductible	Covered 100%
Acupuncture	Covered 80% after deductible if performed by or under the supervision of a M.D. or D.O.		Check with your HMO
Rabies treatment after initial emergency room visit	Covered 90% after deductible	Covered 80% after deductible	Office visits: \$20 co-pay. Injections: Covered 100%
Autism-Spectrum Disorder Applied Behavioral Analysis (ABA) treatment	Covered 90% after deductible	Covered 80% after deductible	Covered, 100% after deductible
Chiropractic/spinal manipulation	Covered, \$20 co-pay Up to 24 visits per calendar year	Covered 80% after deductible Up to 24 visits per calendar year	Check with your HMO
Durable medical equipment	Covered 100%	Covered 80% of approved amount	Covered, check with your HMO
Prosthetic and orthotic appliances	Covered 100%	Covered 80% of approved amount	Covered, check with your HMO
On-line Tobacco Cessation counseling	No charge	Not covered	Covered, check with your HMO
Private duty nursing	Covered 80% after deductible		Check with your HMO
Wig, wig stand, adhesives	Upon meeting medical conditions, eligible for a lifetime maximum reimbursement of \$300. (Additional wigs covered for children due to growth).		Check with your HMO
Hearing Care Exam	Covered, \$20 co-pay	Covered 80% after deductible	Check with your HMO
Hearing aids ²	Covered	Not covered	Check with your HMO

Mental Health/Substance Abuse	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Mental Health Benefits -Inpatient	Covered 100% up to 365 days per year ³	Covered 50% up to 365 days per year	Check with your HMO; Inpatient services subject to deductible.

Agreement Between
 _____ The State of Michigan and SEIU 517M, Human Services Support Unit _____

Mental Health Benefits – Outpatient	As necessary 90% of network rates 10% co-pay	As necessary 50% of network rates	Check with your HMO
Alcohol & Chemical Dependency Benefits – Inpatient	Covered 100% ⁴ Halfway House 100%	Covered 50% ⁴ Halfway House 50%	Check with your HMO; Inpatient services subject to deductible.
Alcohol & Chemical Dependency Benefits – Outpatient	\$3,500 per calendar year ⁵ 90% of network rates 10% co-pay	\$3,500 per calendar year ⁵ 50% of network rates	Check with your HMO

² Deluxe hearing aids are covered at the same rate as basic hearing aids with the member paying the remainder. Discount hearing aids are offered through the SHP PPO.

³ Inpatient days may be utilized for partial day hospitalization (PHP) at 2:1 ratio. One inpatient day equals two PHP days.

⁴ Up to two 28-day admissions per year. There must be at least 60 days between admissions. Inpatient days may be utilized for intensive outpatient treatment (IOP) at 2:1 ratio. One inpatient day equals two IOP days.

⁵ Through December 31, 2020 \$3,500 per calendar year limitation pertains to services for chemical dependency only. Effective January 1, 2021 the \$3,500 cap is removed.

Prescription Drugs

Prescription medications for the State Health Plan PPO are carved out and administered by a Pharmacy Benefit Manager (PBM).

Prescriptions filled at a participating pharmacy may only be approved for up to a 34-day supply. Employees can still receive a 90-day supply by mail order.

To check the co-pay for drugs you may be taking, visit the Civil Service Commission Employee Benefits Division website at <http://www.michigan.gov/employeebenefits> and select Benefit Plan Administrators.

The chart below shows the SHP and HMO prescription drug member co-pays:

Generic	Brand Name Preferred	Brand Name Non-Preferred
Retail \$10	Retail \$30	Retail \$60
Mail Order \$20	Mail Order \$60	Mail Order \$120

Outpatient Physical, Speech, Occupational and Massage Therapy
 Combined maximum of 90 visits per calendar year.

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Outpatient physical, speech and occupational therapy – facility and clinic services	Covered 90% after deductible	Covered 90% after deductible	Covered, \$20 co-pay
Outpatient physical therapy – physician's office	Covered 90% after deductible	Covered 80% after deductible	Covered, \$20 co-pay
Outpatient massage therapy* – facility and clinic setting and a chiropractor's office	Covered 90% after deductible	Covered 80% after deductible	Not covered

*Effective January 1, 2021 massage therapy performed by a massage therapist must be supervised by a chiropractor and be part of a formal course of physical therapy. Massage therapy is provided as part of a formal course of physical therapy treatment and when billed alone is not a covered benefit.

Deductible, Co-Pays, and Out-of-Pocket Dollar Maximums

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Deductible ⁶	\$400 per member \$800 per family	\$800 per member \$1,600 per family	\$125 per member \$250 per family ⁷
Fixed dollar co-pays	\$20 for office visits, office consultations, urgent care visits, osteopathic manipulations, chiropractic manipulations and medical hearing exams. \$200 for emergency room visits, if not admitted \$10 Telemedicine/Telehealth	Not applicable	\$20 for office visits \$200 for emergency room visits, if not admitted \$10 Telemedicine/Telehealth
Coinsurance	10% for most services and 20% for private duty nursing and acupuncture	20% for most services. MHSA at 50%	None
Annual out-of-pocket dollar maximums ⁸	\$2,000 per member and \$4,000 per family	\$3,000 per member \$6,000 per family	\$2,000 per member and \$4,000 per family

⁶ Deductible amounts for the SHP – PPO are effective January 1, 2015 and renew annually on a calendar year basis. Deductible amounts for the HMOs are effective October 12, 2014 and renew annually each October with the start of the new plan year. Effective January 1, 2021 deductible amounts and out-of-pocket dollar maximums for the SHP-PPO and HMOs renew annually on a calendar year basis.

⁷ It is the intent of the parties that employees will pay no more HMO deductible for the combined fifteen (15) month period between October 4, 2020 to December 31, 2021, than the employee would have paid for one (1) plan year.

⁸ Beginning October 12, 2014, in-network deductibles, in-network fixed dollar co-payments and in-network co-insurance all apply toward the out-of-pocket annual limit. In addition, in HMOs, prescription drug co-payments also apply toward the annual out-of-pocket limit. Beginning with the October 2015 plan year, prescription drug co-payments in the SHP PPO also apply to the annual out-of-pocket limit.

Agreement Between
 _____ The State of Michigan and SEIU 517M, Human Services Support Unit _____

Premium Sharing	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits	
	Employee	State	Employee	State
Premium	20%	80%	15%	85% ⁹

⁹The State will pay up to 85% of the applicable HMO total premium, capped at the dollar amount which the State pays for the same coverage code under the SHP-PPO.

Appendix J-3 Dental Chart

Covered Services	State Dental Plan*		DMO Plan	Preventive Dental Plan**
	PPO	Premier		
Diagnostic Exams and Consultations (2 per year)	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Teeth Cleaning (3 per year, 4 if medically necessary)	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Topical Fluoride(Under age 19)	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Space Maintainers (Under age 14)	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Brush Biopsy	Covered 100%	Covered 100%	N/A	Covered 100%
Radiographs	Covered 100%	Covered 90%	Covered 100%	Covered 100%
Occlusal Guard (once every 5 years)	Covered 100%	Covered 90%	Not covered	Not Covered
Minor Restoratives	Covered 100%	Covered 90%	Covered 100%	Not Covered
Major Restoratives ¹	Covered 90%	Covered 90%	Covered 100%	Not Covered
Oral Surgery	Covered 90%	Covered 90%	Covered 100%	Not Covered
Extractions	Covered 100%	Covered 90%	Covered 100%	Not Covered
Endodontics	Covered 100%	Covered 90%	Covered 100%	Not Covered
Periodontics	Covered 100%	Covered 90%	Covered 100%	Not Covered
Cosmetic Bonding (ages 8-19)	Covered 100%	Covered 90%	Not Covered	Not Covered
Prosthodontics	Covered 70%	Covered 50%	Covered 100%	Not Covered
Prosthodontics Repair	Covered 100%	Covered 50%	Covered 100%	Not Covered
Sealants (Under age 14)	Covered 70%	Covered 50%	Covered 100%	Not Covered
Orthodontics (Up to age 19)	Covered 75%	Covered 60%	Covered 100%	Not Covered
Orthodontics (19 and over)	Covered 75%	Covered 60%	\$1,250 co-pay	Not Covered

Agreement Between
 _____ The State of Michigan and SEIU 517M, Human Services Support Unit _____

Benefit Maximums	State Dental Plan*		DMO Plan	Preventive Dental Plan
	PPO	Premier		
Annual Maximums	See maximums below	See maximums below	None	None
Lifetime Orthodontics	\$1,500	\$1,500	None	N/A

The State Dental Plan benefit maximums:

- Current maximum \$1,500
- Effective October 1, 2020 through December 31, 2020, the maximum will be \$1,000;
- Effective January 1, 2021 through December 31, 2021, the maximum will be \$1,500;
- Effective January 1, 2022 through December 31, 2022, the maximum will be \$2,000.

Premium Sharing	State Dental Plan*		DMO Plan		Preventive Dental Plan	
	Employee	State	Employee	State	Employee	State
Premium***	5%	95%	0%	100%	0%	100%

Dental Comparison Chart

This benefit summary is a brief explanation only. All plan provisions (including exclusions and limitations) are subject to the specific terms of the State and Preventive Dental Plans and the Group Dental Services Agreement

¹Fixed bridge abutment crowns may be paid at the Major Restorative benefit level if payment for a (single) crown could be made due to the condition of the tooth being restored.

*If you have the State Dental Plan as your dental coverage, the level of coverage is based upon the provider you choose. To verify that a Dentist is a Participating Dentist, contact the third party administrator.

**If you are enrolled in another group dental plan (non-State) and opt to enroll in either the preventive Dental Plan or Waive Dental benefits you will receive a lump-sum rebate established in conjunction with the annual rate-setting process.

***See Article 22, Section 2 for premium sharing for less than full time employees.

Appendix J-4 Vision Chart

Vision Testing Exam	Participating Providers	Non-participating Providers
Routine eye exam	100% of Third Party Administrator (TPA) approved amount minus \$5.00 co-pay.	Reimbursement up to \$34 minus \$5.00 co-pay (member responsible for any difference).
	Once every 12 months	

Eyeglass lenses (Glass, plastic, or prism up to 60 mm)	Participating Providers	Non-participating Providers
Replacement schedule	Members may obtain one pair of corrective lenses once every 24 months or once every 12 months if prescription has changed. Members may obtain either eyeglasses or contact lenses but not both.	
Single vision	100% of TPA approved amount minus \$7.50 co-pay	Reimbursement up to a maximum of \$17 minus \$7.50 co-pay (member responsible for any cost exceeding the difference).
Bifocal (includes blended)	100% of TPA approved amount minus \$7.50 co-pay	Reimbursement up to a maximum of \$30 minus \$7.50 co-pay (member responsible for any cost exceeding the difference).
Trifocal	100% of TPA approved amount minus \$7.50 co-pay	Reimbursement up to a maximum of \$43 minus \$7.50 co-pay (member responsible for any cost exceeding the difference).
Special lenses	100% of TPA approved amount minus \$7.50 co-pay	Not covered
Polycarbonate Lenses ¹	100% of TPA approved amount minus \$7.50 co-pay	Not covered
Progressive lenses (standard)	100% of TPA approved amount minus \$7.50 co-pay	Reimbursement up to a maximum of \$30 minus \$7.50 co-pay (member responsible for any cost exceeding the difference).
Rose Tint #1 and #2 or Photochromatic Tint	100% of TPA approved amount minus \$7.50 co-pay	Not covered

¹ Polycarbonate lenses are a covered benefit effective October 4, 2020 and will apply to all regular glasses, computer glasses and safety eye wear.

Agreement Between
 _____ The State of Michigan and SEIU 517M, Human Services Support Unit _____

Frames	Participating Providers	Non-participating Providers
Eyeglass frames	\$150 allowance is applied toward frames (member responsible for any cost exceeding the allowance) minus \$7.50 co-pay (one co-pay applies to both frames and lenses).	Up to \$38.25 Allowance (member responsible for any cost exceeding the allowance) minus \$7.50 co-pay (one co-pay applies to both frames and lenses).
	Once every 24 months or once every 12 months if prescription has changed.	

Contact Lenses	Participating Providers	Non-Participating Providers
Medically necessary	100% of the TPA approved amount Includes contact lens fitting and suitability exam minus \$7.50 co-pay.	Maximum of \$210 allowance per pair minus \$7.50 co-pay (member responsible for any cost exceeding the allowance).
Cosmetic Not medically necessary	Up to \$130 allowance (member responsible for any cost exceeding the allowance) Includes contact lens fitting and suitability exam. No co-pay	Maximum of \$100 allowance (member responsible for any cost exceeding the allowance). No co-pay

VDT/CRT or Computer Glasses	Participating Providers	Non-participating Providers
Per pair of glasses	Once every 24 months or once every 12 months if prescription has changed. Only covered if prescription is in addition to, and different from, prescribed everyday eyewear.	
Eye exam	Initial eye exam covered if within 12 months of routine eye exam and is not subject to co-pay. Subsequent evaluation included with routine eye exam.	
Single vision, plastic	100% of TPA approved amount	Up to \$17 allowance (member responsible for any cost exceeding the allowance).
Bifocal (includes blended)	100% of TPA approved amount	Up to \$30 allowance (member responsible for any cost exceeding the allowance).
Trifocal	100% of TPA approved amount	Up to \$43 allowance (member responsible for any cost exceeding the allowance).

VDT/CRT or Computer Glasses	Participating Providers	Non-participating Providers
Progressive lens (standard)	100% of TPA approved amount	Up to \$30 allowance (member responsible for any cost exceeding the allowance).

Agreement Between
 _____ The State of Michigan and SEIU 517M, Human Services Support Unit _____

Special lenses	100% of TPA approved amount	Not covered
Rose Tint #1 to #2	100% of TPA approved amount	Not covered
Eyeglass frames	\$150 allowance (member responsible for any cost exceeding the allowance).	Up to \$38.25 allowance (member responsible for any cost exceeding the allowance).

Safety Eye-wear	Participating Providers	Non-participating Providers
Replacement schedule	Members may obtain one pair of corrective lenses once every 24 months or once every 12 months if prescription has changed. Members may obtain either eyeglasses or contact lenses but not both.	
Single vision	100% of TPA approved amount	Not covered
Bifocal (includes blended)	100% of TPA approved amount	Not covered
Trifocal	100% of TPA approved amount	Not covered
Special lenses	100% of TPA approved amount	Not covered
Progressive lenses (standard)	100% of TPA approved amount	Not covered
Eyeglass frames	Up to \$65 allowance (member responsible for any cost exceeding the allowance).	Not covered
Rose Tint #1 and #2	100% of TPA approved amount	Not covered

Lasik	Participating Providers	Non-participating Providers
Lasik ²	\$1,000.00 Lifetime reimbursement for active employees only	

² Reimbursement for Lasik is effective October 4, 2020 for procedures performed on or after the effective date and available for active employees only (spouses/dependents are not eligible).

Letter of Agreement

SEIU 517M, Human Services Support Unit And State of Michigan, Office of the State Employer Article 16, Section 4. Annual Leave Donations

The parties agree that having a uniform process for donation and receipt of annual leave across State government would increase efficiency and understanding of the procedure.

Following approval of this Agreement, the parties agree to address this issue in the Labor/Management Health Care Committee forum(s) to attempt to remove inconsistencies in the processes and draft a uniform procedure.

Proper subjects to be addressed at this meeting include, but are not limited to:

- Conditions under which leave can be received and
- Conditions under which leave can be donated, and
- The procedure for making such a request.

Any changes that would modify the Collective Bargaining Agreement would be implemented in a separate Letter of Understanding that would be submitted to the Civil Service Commission for approval.

1 **Letter of Understanding**
2 **Joint Healthcare Committee**
3

4 During the 2011 negotiations, the parties discussed the mutual goal of designing and
5 implementing health care plans, including ancillary plans, that effectively manage costs
6 and that work to keep members healthy. To that end, the Employer and the Unions will
7 convene a Joint Healthcare Committee (the "Committee") whose charges will include, but
8 not be limited to:

- 9
10 a. Analysis of current plan performance identifying opportunities for improvement;
11
12 b. Investigate potential savings opportunities from re-contracting pharmacy or other
13 carrier contracts;
14
15 c. Review the current specialty pharmacy program and identify best-in-class specialty
16 programs to use as a benchmark;
17
18 d. Analyze current HMO plans to determine if they are a cost-effective means of
19 providing high quality health care;
20
21 e. Investigate impact on outcomes and costs of Value Based Benefit Designs;
22
23 f. Identify opportunities for cost-containment programs and carve out programs;
24
25 g. Investigate opportunities to save costs by modifying or otherwise limiting medical,
26 professional and pharmacy networks;
27
28 h. Review current chronic care management programs to determine effectiveness as
29 well as ongoing member compliance;
30
31 i. Investigate work place health and wellness programs and make recommendations
32 with the goal of educating and motivating employees toward improved health and
33 wellbeing;
34
35 j. Make recommendations to increase voluntary participation in health and wellness
36 screenings and benefits included in current health plans;
37
38 k. Identify educational opportunities relative to facility and professional provider quality
39 data, as well as designated centers of excellence.
40

41 As mutually agreed by the parties, independent subject matter experts and consultants
42 may be called upon to assist the Committee in carrying out their charges.
43

44 Within 30 days of the effective date of the Agreement, each union shall appoint a
45 representative to serve on the Committee and the Employer shall designate up to four

1 representatives. The Committee will be jointly chaired by a representative designated by
2 OSE and a representative designated by the Unions.

3

4 Monthly meetings of the Committee shall be scheduled with the first being held no later
5 than 45 days following the effective date of the Agreement.

6

1 **Letter of Understanding**

2 **Article 22, Section 20 - Meal and Travel Reimbursement**

3
4 During the negotiations in 2013 the parties discussed the requirement to attach the receipt
5 for any reimbursed meal to the request for travel reimbursement for actual expenses up
6 to the maximum reimbursable rate as provided in Article 22, Section 20.

7
8 The Employer and Union agree to implement a pilot program to suspend the requirement
9 to attach meal receipts to such requests. Since travel reimbursement is subject to
10 departmental review, it remains the employee’s responsibility to maintain supporting
11 documentation of actual meal expenses incurred for which reimbursement from the
12 Department was received.

13
14 The pilot program will continue for the duration of the Agreement unless the Office of the
15 State Employer identifies problems that cannot be resolved after meeting with the Union.
16 The Employer reserves the right to reinstate the requirement for receipts at any time
17 during the pilot program if the parties fail to resolve any identified problems.

18
19 FOR THE UNION

FOR THE EMPLOYER

20
21 Addendum

22
23 During the negotiations in 2015 the parties agreed to no longer require that meal receipts
24 be attached to requests for travel reimbursement.

25
26 FOR THE UNION

FOR THE EMPLOYER

1 **Letter of Understanding**

2 **Article 4 - Dues Deduction and Voluntary Representation Fee**

3
4 During 2013 negotiations, the parties recognized that challenges have been made to the
5 application of Public Act 349 of 2012, the public sector "Right to Work" law, to employees
6 in the classified service. The parties also recognize that challenges have been made to
7 the overall legality of Public Act 349. This contract amends Article 4 consistent with Public
8 Act 349.

9
10

1 **Letter of Understanding**

2 **Wellness**

3
4 During the 2015 negotiations, the parties discussed a number of issues relative to health
5 care cost containment, including the impact of the excise tax contained within the Patient
6 Protection and Affordable Care Act, PPACA.

7
8 These negotiations included discussing programs designed to target wellness in a
9 manner that would be beneficial to the workers and could result in decreased costs to the
10 group insurance program.

11
12 It is the intent of the parties to begin immediate discussions within the Joint Health Care
13 Committee on the wellness concepts and identified during those negotiations.

1 **Letter of Understanding**

2 **SEIU 517M Human Services Support Unit**
3 **Recruitment and Retention**
4

5 Within 60 days of the effective date of the Agreement, the parties agree to establish a
6 committee comprised of three representatives from the SEIU 517M Human Services
7 Support Unit, as designated by the Union, and three Employer representatives, as
8 designated by the Office of the State Employer.
9

10 The committee will review issues identified by the Union related to recruitment and
11 retention, which may include compensation schedules, for classification(s) as mutually
12 agreed to by the parties. Independent Subject Matter Experts may be called upon to assist
13 the committee in reviewing the identified recruitment and retention issues.
14

15 The first meeting of the committee will be held no later than 90 days following the effective
16 date of the Agreement. Thereafter, the committee will schedule meetings every other
17 month or more frequently as determined by the parties.
18

19 Findings that involve mandatory subjects of bargaining will be referred to the Director of
20 the Office of the State Employer and the SEIU 517M Human Services Support Unit
21 leadership for possible action during the 2018 negotiations.
22

1 **Letter of Understanding**
2 **Union Use of State's E-mail System**
3 **Pilot Program**
4

5 Where access to the State's e-mail system is otherwise available, the Employer agrees
6 to a pilot program that permits use of the State's existing e-mail system by the SEIU 517M
7 Human Services Support Unit (Union) office staff for transmitting legitimate union
8 business to bargaining unit employees. Any use of the State's e-mail system by a
9 bargaining unit employee to review any such union materials transmitted must take place
10 on non-work time only, e.g. breaks and lunch.

11
12 All legitimate union business transmitted through the state's e-mail system must be clearly
13 identified as a union communication in the subject line, and must be of a reasonable size,
14 volume, and frequency. The Employer shall have no liability to the Union or an employee
15 for the delivery or security of such transmittals.

16
17 The State's e-mail system is not private and may be monitored at any time. No partisan
18 political, or profane materials, or materials related to union elections, or materials
19 defamatory or detrimental to the State, to the Union, or to an individual employee, may
20 be transmitted through the State's e-mail system. The Employer reserves the right to
21 block any and all such material. The Union will be notified of blocked material.

22
23 Use of the State's email system not expressly authorized in this Letter of Understanding
24 constitutes a violation absent specific written agreement of the Office of the State
25 Employer. At the Office of the State Employer's request, any email transmitted by the
26 Union through the State's e-mail system will be forwarded by the Union to the Office of
27 the State Employer.

28
29 In the event the Office of the State Employer determines the Union's use of the State's e-
30 mail system violates provisions of this Letter of Understanding, prompt steps must be
31 taken by the Union to correct the violation. In the event of a repeat violation, the Office
32 of the State Employer reserves the right, in its sole discretion, to cancel the program.

33
34 The program will continue through December 31, 2021 unless the Office of the State
35 Employer cancels the pilot program as provided above.
36

Letter of Understanding

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In the event the Civil Service Commission Rule on Prohibited Subjects of Bargaining is amended, the parties agree to reopen negotiations on the impact of the rule change if requested by the Union, and subject to such restrictions as the Civil Service Commission may establish.

This Letter of Understanding is in effect through December 31, 2021.

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LETTER OF UNDERSTANDING

**Dental and Vision Insurance Coverage
for Adult Children under Age 26**

To the extent that federal law now requires the offering of health insurance coverage to adult children under age 26, the State will offer dental and vision insurance coverage to adult children under the same standards that it offers health insurance and without regard to student enrollment. If federal law requiring the offering of health insurance to adult children changes, this Letter of Understanding will expire.

INDEX

<p style="text-align: center;">A</p> <p>Access to Personnel Files 45</p> <p>Access to Premises, Union 9</p> <p>Access to Union Representatives..... 15</p> <p>Access to Work Rules 53</p> <p>Accidental death insurance 68</p> <p>Agency Shop 5</p> <p>Alternate Stewards..... See Stewards</p> <p>alternative delivery sites 61</p> <p>Annual Leave 71</p> <p style="padding-left: 20px;">Conversion to sick leave 35</p> <p style="padding-left: 20px;">Seniority for 29</p> <p>Annual Leave Application..... 35</p> <p>Annual Leave Donations 43</p> <p style="text-align: center;">B</p> <p>Bargaining Committee..... 13</p> <p>Bargaining Unit</p> <p style="padding-left: 20px;">Classifications 91</p> <p style="padding-left: 20px;">Information provided to Union 6</p> <p style="padding-left: 20px;">Seniority 29</p> <p style="padding-left: 20px;">Work 3</p> <p>Benefit Seniority..... 29</p> <p>Bereavement Leave 79</p> <p>Biweekly Work Period 33</p> <p>Bulletin Boards..... 8</p> <p style="text-align: center;">C</p> <p>Call Back..... 33</p> <p>Chief Steward</p> <p style="padding-left: 20px;">Attendance at grievance conference 14</p> <p style="padding-left: 20px;">Jurisdictional Areas 14</p> <p style="padding-left: 20px;">Release of 14</p> <p>Chief Stewards..... 14</p> <p>Civil Service Rules 51</p> <p>COBRA 70</p> <p>Collective Bargaining Agreement 1</p> <p style="padding-left: 20px;">Effective dates 1</p> <p style="padding-left: 20px;">Modification 1</p> <p>Compensation..... See Economics</p> <p>Compensation Plan..... 51</p> <p>Compensatory Time..... 34</p> <p>continuation of group insurances 68–70</p> <p>Contracting Out..... See Subcontracting</p> <p>Counseling and Disciplinary Action</p>	<p>Counseling 47</p> <p style="padding-left: 20px;">Formal Counseling 47</p> <p style="padding-left: 20px;">Informal Counseling 47</p> <p style="text-align: center;">D</p> <p>Deduction Changes..... 6</p> <p>Definitions</p> <p style="padding-left: 20px;">Appointing Authority 51</p> <p style="padding-left: 20px;">Benefit Seniority 29</p> <p style="padding-left: 20px;">Call Back 33</p> <p style="padding-left: 20px;">Employer 51</p> <p style="padding-left: 20px;">Grievance procedure 16</p> <p style="padding-left: 20px;">Immediate Family 35</p> <p style="padding-left: 20px;">Overtime..... 33</p> <p style="padding-left: 20px;">Premium Rate 34</p> <p style="padding-left: 20px;">Regular rate 34</p> <p style="padding-left: 20px;">Sexual harassment..... 53</p> <p style="padding-left: 20px;">Weekday 17, 51</p> <p style="padding-left: 20px;">Work day 33</p> <p style="padding-left: 20px;">Work period 33</p> <p style="padding-left: 20px;">Work schedules 33</p> <p>Deluxe hearing aids..... 106</p> <p>dependent and long term nursing care 61</p> <p>Disciplinary action</p> <p style="padding-left: 20px;">Authority for 48</p> <p style="padding-left: 20px;">Charges 48</p> <p style="padding-left: 20px;">Disciplinary conference 47</p> <p style="padding-left: 20px;">Emergency disciplinary suspension 49</p> <p style="padding-left: 20px;">Investigation 48</p> <p style="padding-left: 20px;">Notice of 48</p> <p style="padding-left: 20px;">Representation, right to 48</p> <p style="padding-left: 20px;">Resignation in lieu of dismissal..... 49</p> <p style="padding-left: 20px;">Suspension for investigation..... 49</p> <p>Disciplinary Action .. 48, See Counseling and Disciplinary Action</p> <p style="padding-left: 20px;">Removal of Records 46</p> <p>Discrimination..... See Non-Discrimination</p> <p>Documents and Witnesses 18</p> <p>Drug and Alcohol Testing 85</p> <p>Dues Deduction..... 5, 117</p> <p style="padding-left: 20px;">Remittance and Accounting 6</p> <p style="padding-left: 20px;">Revocation 6</p> <p>durable medical equipment 61</p> <p style="text-align: center;">E</p> <p>Economics 58</p>
---	---

Annual leave	71
Compensation under general emergency conditions	76
Holidays	70
Longevity PAY	77
Longevity payment	79
Maintenance of economic conditions....	76
Moving expenses	73
Personal leave day.....	71
School participation leave	82
Shift Differential.....	73
Travel expense reimbursement	76
Tuition reimbursement.....	80
Wage Increase	58
<u>Educational Leave of Absence</u>	37
Educational Trust Fund	96
Effect of Agreement on Civil Service Rules	1, 51
Effect of Agreement on Past Departmental Rules.....	1
Effective Date of Agreement	1, 90
Emergency and Evacuation Plans.....	27
Employee Services Program Referral	26
Ergonomics	54
Evacuation	27
Exclusive Representative	2

F

family and medical leave act	69
First Aid.....	26
Formal Counseling	47

G

Garnishments	53
generic drugs	60
generic prescription drug program.....	60
Grievance	16
Grievance Conference	17
Grievance Procedure	16
Attendance.....	22
Definition	16
Documents and witnesses	18
Exclusive procedure.....	19
General	16
Group Grievance.....	17
Preparation for	17
Processing	17
Purpose	16
Steps.....	19
Time limits.....	17

Grievance Procedures	
Retroactivity of grievance awards	18
group dental expense plan	63
group insurances.....	58-70

H

Health and Safety.....	25
Building leases	26
Committees	27
Compliance limitations.....	27
Emergency and evacuation plans.....	27
Employee Services Program	26
First aid	26
Inspections	26
Medical examinations	25
Medical records, confidentiality.....	27
Personal effects, damage and/or loss of	25
Personal effects, space for	25
Personal injury.....	25
Rehabilitation	25
Security Guards.....	26
Health Insurance	
PPO Benefit Chart.....	102
hearing care program	61
Holidays	100
HOLIDAYS	70
home health care	60-61
hospice.....	61
Hours of Work and Overtime	33
Biweekly Work Period.....	33
Call back	33
Compensatory time	34
Meal periods.....	33
Overtime Compensation.....	34
Pyramiding	34
Work days	33
Hours of Work and Overtime	
Work Schedules	33

I

Informal Counseling	47
Inspections	26
Integrity of the Bargaining Unit	3
New and abolished classifications	3
Subcontracting	4
Technological changes.....	3
Integrity of the Bargaining Unit	
Work performed by non-Bargaining Unit employees	3

Investigation, Disciplinary.....	48
J	
Jurisdictional Areas.....	14
L	
Labor-Management Meetings	23
Layoff and Recall	31
Information to Union.....	31
Seniority for.....	29
Leases	26
Leaves	35
Annual Leave - Application.....	35
Annual Leave - Approval.....	36
Annual Leave - Conversion to sick leave	35
Annual Leave - Donations	43
Annual Leave - Requesting	36
Banked Leave Time	44, 92
Sick Leave - Proof.....	35
Leaves of absence.....	36
Annual leave balance	36
Approval.....	36
Educational	37
Eligibility	36
Medical	37
Military	38
Parental	39
Requesting.....	36
Union	38
Waived rights	38
Letter of Understanding.....	54
Life Insurance	67-68
Limited Term.....	70
Local 517-M, Exclusive Representative	2
Lockout	57
Longevity Pay	77
Longevity Payment	79
Longevity, Seniority for.....	29
Long-term care insurance	95
Lounge and/or Eating Areas.....	55
M	
Mail Service	8
Maintenance of Membership	5
Management Rights.....	11
Meal Periods.....	33
Medical Examinations	25
Medical Leave of Absence	37

Medical Records	
Confidentiality.....	27
Medical examination.....	25
Personnel files.....	45
Meetings	23
Military Leave of Absence	38
Miscellaneous	51
Access to work rules	53
Effect of agreement on Civil Service	
rules, compensation plan, and other	
existing terms and conditions of	
employment.....	51
Ergonomics	54
Letter of Understanding	54
Lounge and/or Eating Areas	55
Non-discrimination.....	52
Polygraph tests.....	53
Printing of Agreement.....	54
Savings Clause	52
Secondary negotiations	52
Sexual Harassment.....	53
Smoking	54
Wage assignments and garnishments..	53
Moving Expenses.....	73

N

Negotiations	
Primary.....	13
Reopening of.....	11
Secondary	13, 52
Zipper clause.....	11
New and Abolished Classifications.....	3
Non-Discrimination.....	52
Notification to Employer Union business ..	14

O

Objectionable Materials.....	8
Office Space	9
Options upon layoff and recall	72
Orientation	9
Overtime	
Compensation	34
Compensatory time	34
Definition	33
Pyramiding	34

P

Parental Leave of Absence	39
Permanent-Intermittent	

Call-in pay	50
Employees	50
Entitlements	50
General Provisions	50
Holiday Pay	100
Use of	50
Personal Injury	25
Personal Items	
Damage and/or loss	25
Storage space	25
Personal Leave Day	71, 99
Personnel Files	45
Access	45
Employee disagreement	45
Employee notification	45
Medical records	45
Non-job-related information	45
Past practices, maintenance of	46
Right to Know Act	46
Time limits	46
Pharmacy Benefit Manager (PBM)	60
Physical and Mental Health Examinations	25
Polygraph Tests	53
Preamble	1
Collective bargaining agreement	1
Purpose and Intent	1
Premium Rate	34
prescription drug program	60
Printing of Agreement	54
Probationary Employees	
Definition of	51
Pyramiding	34

R

Recall	
Information to the Union	31
Recognition	2
Records, Removal of	46
Regular Rate	34
Rehabilitation	25
Relationship to disciplinary action	47
Remittance and accounting	6
Representation	13, 14
Access to	15
Bargaining committee	13
Chief stewards	14
Disciplinary action	47
Grievances	14
Jurisdictional areas	14
Notice to the Employer	14

Release for	14
Selection of	14
Stewards	14
Representation Fees	
Deduction changes	6
Resignation in Lieu of Dismissal	49
Resolution of Disputes	
UNION RIGHTS	10
Retroactivity of Grievance Awards	18

S

Savings Clause	52
Scheduling Work	33
School Participation Leave	82
Secondary Negotiations	13, 52
Security Guards	26
Seniority	29
Benefit	29
Lists 29	
Sexual Harassment	53
Shift Differential	73
Sick Leave	35, 72
Allowance	72
Payment at separation	72
Proof	35
Utilization	35
Smoking	54
smoking cessation	62
state health plan	58-70
state health plan deductible	61-63
state-sponsored insurance	68
Stewards	14
Attendance at grievance conference	22
Jurisdictional areas	14
Release of	14
Storage Space	25
Strikes	57
Student Programs	3
Subcontracting	4
subrogation	62
Suspension for Investigation	49

T

Technological Changes	3
Telephone Directory	9
Time Off for Union Business	12
Training	84
Travel Expense Reimbursement	76

U

Union

- Activities during working hours 13
- Deductions 5
- Information Packet 8
- Leave for office 38
- Meetings on State premises 9
- Union Business 12
 - Designation of Union representatives ... 12
 - Notification to Employer 12
 - Time off for 12
- Union Dues and Fees 5
 - Agency Shop 5
 - Information provided to Union 6
 - Remittance and Accounting 6
 - Representation Fees Deduction 5
 - Revocation 6
- Union Rights 8
 - Access to premises 9
 - Bulletin Boards 8
 - Information Packet 8

- Mail service 8
- Meetings on State premises 9
- Orientation 9
- Resolution of disputes 10

V

- vision care insurance 65–67

W

- Wages
 - Increases 58
 - Wage assignments and garnishments .. 53
 - Waived Rights Leave of Absence 38
- wellness and preventive coverage 59–60
- Witnesses and Documents 18
- Work
 - Days 33
 - Performed by non-bargaining unit employees 3
- Work Rules 53, 84