

## Agreement to Extend the Collective Bargaining Agreement

The Genesee County Road Commission and the Service Employees International Union, Local 517M are parties to a collective bargaining agreement that is due to expire December 31, 2020. The parties wish to extend their current collective bargaining agreement for two years under the following terms and conditions. The parties hereby agree to the following:

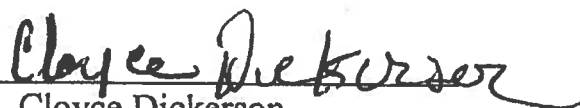
1. The termination date of the collective bargaining agreement in Article XXXI is changed to December 31, 2022.
2. Schedule "C" of the collective bargaining agreement is changed to reflect that all members of the bargaining unit will receive a one (1%) percent increase in their base wage rates effective the first full payroll period after January 1, 2021. All members of the bargaining unit will receive an additional one (1%) percent increase in their base wage rates effective the first full payroll period after January 1, 2022.
3. The following language in Article XVII, Section 1 shall be deleted:  
  
"For the purpose of this Agreement, Veterans Day shall be considered to fall on the fourth (4<sup>th</sup>) Monday in October of each year."
4. The parties currently have a Letter of Agreement which governs a dispute they have about the Employer hiring mechanics who do not possess commercial drivers licenses at the time of their hire. The parties hereby extend this Letter of agreement until December 31, 2022.

5. All other language in the collective bargaining agreement shall remain the same.

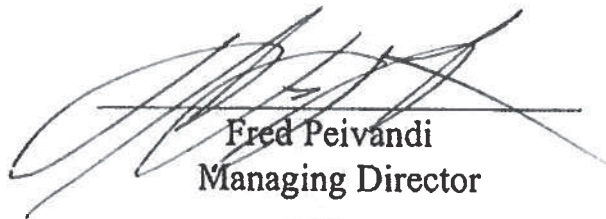
Local 517M


Genesee County Road Commission

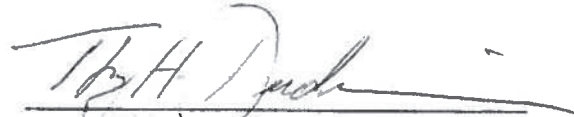
  
Homer Bennett


  
Cloyce Dickerson  
Chairman, Board of Road Commissioners

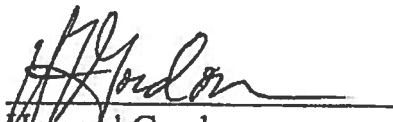
  
Paul Kelsey

  
Fred Peivandi  
Managing Director

  
Randy O'Hearn

  
Thomas Derderian  
Attorney

  
Dale Keeling

  
Howard Gordon  
Attorney

The SEIU signatures above constitute a Tentative Agreement to the provisions stated in this Agreement.

Final Agreement remains contingent upon the ratification vote of the SEIU/GCRC Membership body.