

AGREEMENT

BETWEEN

THE CHARTER TOWNSHIP OF NORTHVILLE

AND

MICHIGAN COUNCIL 25 – AFSCME, AFL-CIO

JANUARY 1, 2026 - DECEMBER 31, 2028

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ARTICLE 1
PURPOSE AND INTENT

- 1.1** This Agreement is made and entered into by and between the **CHARTER TOWNSHIP OF NORTHVILLE, Wayne County, Michigan**, (hereinafter referred to as the **'EMPLOYER'**) and the **AFSCME Local 1410 Michigan Council 25, AFL-CIO** (hereinafter referred to as the **"UNION"**).

The general purpose of this Agreement is to set forth the terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the Township and employees in the Bargaining Unit covered by this Agreement.

The parties recognize that the interest of the community and the job security of the employees depend upon the Township's success in establishing a proper service to the community.

ARTICLE 2
RECOGNITION

- 2.1** **Collective Bargaining Unit.** Pursuant to the provisions of Act 379 of the Public Acts of 1965, as amended, the Employer recognizes the **AFSCME Local 1410 Michigan Council 25, AFL-CIO** as the exclusive Bargaining Agent for the purposes of Collective Bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment for the term of this Agreement for all employees in the following described unit:

All full-time and part-time clerical employees. But excluding all seasonal temporary part-time employees, all supervisors by MERC definition, and all other employees in the Charter Township of Northville.

Part-time employees shall not be used to undermine the bargaining unit or the Union.

- 2.2 Other Agreements.** In view of the recognition herein granted to the Union, the Employer hereby agrees not to enter into any Agreement with any other labor organization with respect to employees included in the Collective Bargaining Unit described herein.

ARTICLE 3 EQUAL RIGHTS

- 3.1** The Union agrees that, in the membership and conduct of its organization, the Union shall comply with all applicable federal and state statutes prohibiting discrimination and will represent all employees of the Bargaining Unit equally.
- 3.2** The Employer agrees to continue its policy of complying with all applicable federal and state statutes prohibiting discrimination against any employee of the Bargaining Unit.

ARTICLE 4 UNION RIGHTS

- 4.1** The Union and its members shall have such rights as provided by the ordinance of the Township of Northville, the statutes of Michigan and the

United States, and the Constitutions of Michigan and the United States, except as modified by the Agreement. Further, the Union and its members shall have such rights as are provided for in this Agreement.

4.2 Grievance Committee. A two-person Grievance Committee will be identified by the Union. A single member of this committee shall be afforded reasonable time during regular work hours, without loss of pay, for the processing of grievances and enforcement of this Collective Bargaining Agreement, provided that this does not interfere with or disrupt the operations of their department.

4.3 Special Conferences. Special conferences for matters other than grievances will be arranged between Local President and the Employer, or its designated representatives, upon the request of either party. Such meetings will be between representatives of the Employer, up to two members of the Union and any necessary parties. Arrangements for such special conferences shall be made in advance and the subject matter shall be presented in writing at the time the conference is requested. Special conferences shall be held at a time mutually agreeable to the parties. The members of the Union shall be compensated at their regular rate of pay for their time at straight time. The parties will attempt to resolve issues in the appropriate department before requesting a special conference.

4.4 Notification of Employer Union Representatives. The Union shall notify the Township of the names and titles of their representative within one week

of their appointment. No representative will be permitted to act as such until the Township is advised that the person has become a representative.

- 4.5 Negotiation Committee.** The Union, in contract negotiations may be represented by not more than three (3) local Union representatives. In addition, the Union may be represented in contract negotiations by counsel and Council 25 Union representatives. Three (3) Union representatives per session will be paid for work hours missed if negotiations occur during the representatives' regularly scheduled work hours.
- 4.6 Union Activities.** There shall be no unauthorized Union activities during working hours. If the Union desires to hold a meeting of its members on Township property, it will request permission in writing to the employer or its representative at least forty-eight (48) hours prior to the meeting. Permission shall not be arbitrarily denied provided the meeting is not disruptive to the operations or duties of employees.
- 4.7 Personnel File.** Each member of the Union shall have the right to inspect their personnel file as defined by State law and, upon request, shall receive a copy of any writing placed therein.
- 4.8 Union Bulletin Board.** The Employer agrees to provide the Union with a bulletin board in Township Hall or any other Township building in which there are Union employees regularly employed. These bulletin boards will

not be disturbed by any official of the Employer, unless approved by the Union. The bulletin boards shall be used only for the following notices:

- A. Recreation and social events of the Union
- B. Notice of Union meetings
- C. Notice of Union elections
- D. Notice of appointments and results of Union elections
- E. Reports of Union committees and minutes
- F. Rulings or policies of the Union
- G. Information regarding Union programs or offerings

The policing of the Union bulletin board is an obligation of the Union.

4.9 Job Descriptions. The Employer will meet with the Union prior to the event of any changes or alterations to the current job descriptions or classifications within this bargaining unit.

The Union shall be notified by the Employer of all new hires into classifications in the bargaining unit. This shall include temporary appointments to positions in the bargaining unit.

4.10 Orientation. The Union shall have the right and opportunity to hold an orientation session with all newly hired employees in the collective bargaining unit. This orientation session shall be for the purpose of explaining the new employee's contractual rights and introducing him/her to the Union. The orientation will be held within thirty (30) calendar days

of the employee's hire date; or an agreed upon time between the Employer and the Union. The orientation shall be during working hours at a time agreed by the employee's immediate supervisor, not to exceed one (1) hour in duration. The Union member and new employee shall be afforded time during regular working hours, without loss of pay, for the opportunity to meet and hold such orientation.

ARTICLE 5
DUES CHECKOFF

5.1 Dues Checkoff. After the effective date of this Article and thereafter during the life of the Collective Bargaining Agreement, and to the extent the laws of the State of Michigan permit, the Township agrees to deduct from the pay of employees who voluntarily elect to become members of the Union, all Union membership dues required by the Union. Employees who voluntarily elect to pay Union dues shall sign an authorization form, and the Employer agrees to deduct that amount in accordance with that form. The Treasurer of the Union shall certify to the Employer in writing the amount of initiation fees and dues to be deducted from each employee on the 'Authorization for Payroll Deduction' form.

5.2 Indemnification. The Union will give each new Employee the current Union-authorized payroll deduction form. The form utilized must be approved by the Employer. Employees who elect membership in the Union shall sign the 'Authorization for Payroll Deduction' form. During the life of this Agreement, the Employer agrees to deduct Union membership dues

from the pay of each employee who executes or has executed the 'Authorization for Payroll Deduction' form effective at the time the application is received by the Employer.

5.3 Dues Remittance. Dues shall be deducted in equal amounts from each pay and shall be remitted to AFSCME Council 25 once monthly thereafter with a list of the employees from whom dues have been deducted. In cases where a deduction is made that duplicated a payment that an employee already has made to the Union, or where a deduction is not in conformity with the provisions of the Union Constitution and By-Laws, refunds to the employee will be made by the Union.

5.4 Termination of Payroll Deduction. An employee shall cease to be subject to payroll deduction beginning with the month immediately following the month in which he/she is no longer an employee in the bargaining unit (by reason of death, quit, discharge, layoff, transfer, or for any other reason) or upon providing the Employer and the Union with written notice to cancel the Union dues authorization form on file. The Union shall be notified by the Employer of the names of such employees following the end of each month in which the termination took place or the end of each month in which the employee has provided notice of his/her intent to no longer be a member of the Union.

5.5 Employees who tender the dues or service fee shall be deemed to have met the conditions of this Article if they are not more than thirty (30)

calendar days in arrears in-payment.

- 5.6** The Union shall accept into membership each employee who becomes eligible to be a member of the Collective Bargaining Unit and who tenders to the Union the periodic dues uniformly required as a condition of acquiring or retaining membership in the Union.
- 5.7** The Township shall not be liable to the Union by reason of the requirement of this Collective Bargaining Agreement for the remittance or payment of any sum other than those constituting actual deductions made from wages earned by employees. Deductions shall be made only in accordance with the provisions of this Agreement.

ARTICLE 6 **UNION SECURITY**

- 6.1** **Agency Shop**. The Employer recognizes and agrees that membership in the Union is not compulsory. Employees in the classification comprising the bargaining unit covered by the Agreement have the right to join, not join, maintain, or drop their membership in the Union as they see fit. Neither party to this Agreement shall exert any pressure on or discriminate against any employee in regards to such matters.

Membership in the Union is separate, apart, and distinct from an employee's obligation to pay for the bargaining by the Union to the extent that he/she received equal benefits.

- 6.2 Union Membership.** An employee who is a member of the Union at the time of this Agreement shall continue to be eligible for membership in the Union for the duration of the Agreement. An employee who is not a member of the Union at the time of this Agreement may become a member of the Union at any time after employment begins and remain a member of the Union for the duration of this Agreement.
- 6.3 PEOPLE Checkoff.** The Employer agrees to deduct from the wages of any Employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the employer and union. The Employer agrees to remit any deductions made pursuant to this provision promptly to Council 25 together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.
- 6.4** That parties agree that should the Michigan Right to Work Act be repealed or determined with finality to be unlawful, the Union Security provisions found in Article 6.2 of the 2008-10 Collective Bargaining Agreement between the Charter Township of Northville and AFSCME Council 25, Local 1410 shall be reinstated.

ARTICLE 7
HOURS OF WORK

- 7.1 Payroll Period.** The normal payroll period shall consist of eighty (80) hours.
- 7.2 Workweek.** The normal workweek shall consist of forty (40) hours per week, excluding five (5) thirty (30) minute unpaid lunch breaks, and including five (5) thirty (30) minute paid lunch breaks.
- 7.3 Work Day.** An employee's normal work day shall consist of eight (8) consecutive hours, excluding a thirty (30) minute unpaid lunch break and including a thirty (30) minute paid lunch break, or alternative schedule agreed upon by the Union and employer. Determination of schedules and hours worked per day shall be the exclusive decision of the Employer. A work day shall be defined as a twenty-four (24) hour period commencing with the start of an employee's regularly scheduled shift. The Employer shall designate and have the right to change the starting time of all shifts with a fourteen (14) calendar day minimum notice to the Union, excluding extenuating circumstances.
- 7.4 Work Schedule.** The work schedule shall be established by the Employer solely at its discretion. The Employer reserves the right to change the work schedule and the starting and quitting times for employees in order to meet any contingencies. Whenever the work schedule and starting and quitting

times are so changed on a long-term basis, the affected employee(s) shall be notified in writing at least ten (10) business days in advance.

7.5 Flexible Hours. At an employee's request, the employee's scheduled hours may be modified, subject to approval by the employee's Department Head and the Township Manager or his/her designee, based upon personal circumstances such as child care obligations, transportation needs and the like. Any such modification shall be at the discretion of the Employer and may be changed by the Employer upon ten (10) working days advance notice.

7.6 Lunch Hour. An employee's normal lunch break shall consist of one hour (30 minutes paid and 30 minutes unpaid). Part-time staff working less than an eight (8) hour day shall be entitled to a thirty (30) minute unpaid lunch.

ARTICLE 8 **OVERTIME**

8.1 All employees shall be paid the rate of one and one-half (1 1/2) times their hourly rate for all hours worked in excess of forty (40) hours per week, or in excess of 8 hours in a work day.

8.2 If an employee is required to work on a Saturday, which work is not part of his/her regularly schedule forty (40) hour work week, the employee will be paid at one and one half (1 1/2) times his/her normal hourly rate.

Sunday or Holiday work shall be compensated at two (2) times his/her normal hourly rate for all hours worked.

8.3 All employees shall be expected to work reasonable amounts of overtime upon request. Overtime, other than that of an emergency nature, must have the prior approval of the Employer or its designated representative.

8.4 Compensatory Time.

A. An employee, with the approval of the Employer, may elect to receive compensatory time in lieu of overtime. Conversely, the Employer, with the approval of the employee, may assign employees to work for compensatory time. All compensatory time must receive the prior approval of the Employer.

B. Compensatory time shall be accumulated at the rate of one and one half (1 1/2) times the actual hours worked. Employees may not accumulate more than eighty (80) hours of compensatory time. Time in excess of the eighty (80) hours compensatory time maximum accumulation shall be paid at the overtime rate.

C. When practical compensatory time shall be taken off as soon thereafter as practical, and compensatory time shall be used by mutual agreement of the employee and the Employer.

D. Subject to the limitation in Section 8.4(B) above, unused compensatory time credits of an employee who resigns, retires, or is dismissed shall be paid at the employee's current hourly base

rate.

ARTICLE 9
TOWNSHIP POLICIES AND PROCEDURES

- 9.1** The Charter Township of Northville Policies and Procedures, including any amendments thereto, shall apply unless specifically overruled or in conflict with the terms of this Agreement. This Agreement will govern the employment relationship with respect to all matters addressed in the Agreement.

ARTICLE 10
SENIORITY

- 10.1 Seniority Definition.** Seniority shall be defined as the length of an employee’s full-time continuous service with the Township commencing from the employee’s last date of hire. The application of seniority shall be limited to the preferences specifically recited in this Agreement. An employee’s “last date of hire” shall be the most recent date upon which he/she commenced full-time continuous work without a break in service. Where two (2) or more employees have the same seniority date, their relative seniority shall be determined alphabetically by surname.
- 10.2 Probationary Period.** All new full-time employees shall be considered probationary employees for a period of six (6) calendar months of full-time employment, without regard to the number of hours worked within the six (6) month period, after which time their seniority shall be as of their last date of hire. Service in a part-time position shall not count toward

completion of an employee's full-time probationary period. The Township will have the right to extend the probationary period, for just cause, for up to thirty (30) calendar days with notification to the Union. Until an employee has completed any probationary period, he/she may be disciplined, laid off, recalled, terminated, or discharged at the Employer's discretion without regard to the provisions of this Agreement and without recourse to the Grievance and Arbitration Procedures set forth in this Agreement. There shall be no seniority among probationary employees.

10.3 Part-Time Probationary Period. Part-time employment shall not count towards completion of an employee's full-time probation, nevertheless, an employee shall be declared to have completed probation for part-time employment when he/she has worked a period of six (6) calendar months of part-time employment of at least twenty (20) hours per month. The Township will have the right to extend the probationary period, for just cause, for up to thirty (30) calendar days with notification to the Union.

Until an employee has completed any probationary period, he/she may be disciplined, laid off, recalled, terminated, or discharged at the Employer's discretion without regard to the provisions of this Agreement and without recourse to the Grievance and Arbitration Procedures set forth in this Agreement. There shall be no seniority among probationary employees.

10.4 Pro Rata Benefits. Leave benefits will be provided in accordance with Article 18.1. It is understood that no insurance benefits shall be provided to

part-time personnel. Part-time seniority shall be maintained separate and apart from full-time seniority for Bargaining Unit personnel.

- 10.5 Seniority and Benefit Accumulation.** An employee shall retain and continue to accumulate seniority while on all approved leaves of absences unless otherwise specifically provided in one of the leaves of absence sections in this Agreement. Benefits such as vacation and sick leave shall not accrue during any unpaid leave of absence. There shall be no duplication or pyramiding of leave benefits or types of absences.
- 10.6 Temporary Employees.** The Employer reserves the unlimited right and has the sole discretion to hire temporary employees for an initial period of one hundred twenty (120) calendar days as the Employer deems necessary. This initial period may be extended for a second one hundred twenty (120) calendar day period if, in the Employer's judgment, extenuating circumstances exist to justify retention of the temporary employee. Temporary employees shall not be subject to the terms of this Agreement.
- 10.7 Transfers to Non-Bargaining Unit Position.** Any employee covered by this Agreement who is transferred from a classification covered by this Agreement to a Supervisory or other position within the Township's employ which is not included within this Agreement shall accrue no further seniority as of the date of the transfer. However, said employee shall be entitled to retain the previous seniority which he/she accrued in this Bargaining Unit prior to said transfer if they return to the Bargaining Unit.

10.8 Promotions and New Positions. The Employer shall post all job openings as well as all newly created full-time and part-time job openings in the bargaining unit, and email active members. The posting shall include pay rate, minimum qualifications, description of duties, work location and if applicable types of exams. The posting shall be for five (5) business days. All vacancies will be posted internally prior to publishing outside of the bargaining unit. The Union and Employer may agree in writing for the internal posting to run contemporaneously with the external job posting. Employees must submit an interest in writing to the Human Resources Department and the employee shall be afforded an opportunity to fill a vacancy or newly created position in the bargaining unit if the employee has the necessary training, experience and ability. This process will be addressed in a timely manner.

10.9 Seniority List. An up-to-date Seniority List shall be furnished to the Union upon request, within one week of such request.

10.10 An employee shall lose his/her seniority for the following reasons:

- A. If the employee quits, resigns or retires
- B. If the employee is discharged and not reinstated
- C. If the employee is absent from work for three (3) business days without properly notifying the Employer, unless the reason for such absence is a permitted absence under the provisions of this Collective Bargaining Agreement.

- D. If the employee does not return to work at the end of an approved leave with a reasonable and valid excuse
- E. If the employee does not return to work within seven (7) calendar days following recall from a layoff as provided in Article 11.4
- F. If the employee is absent from work for any reason for the length of the employee's seniority, or for one year, whichever is less
- G. If the employee is convicted of a felony

ARTICLE 11

LAYOFF AND RECALL

- 11.1 Notification of Layoff.** The Employer agrees to give fourteen (14) calendar days advance notification of layoff and, if possible, to state in the notification the anticipated duration of the layoff.
- 11.2 Layoffs.** Reductions in the work force shall be on the basis of inverse seniority, provided, however, that the senior employees retained have the necessary training, ability, and experience to perform the remaining available work. Temporary employees and part-time employees shall be laid off first prior to layoff of any full time Bargaining Unit members. Retention and layoff decisions based on training, ability and experience shall be made solely by the Employer.
- 11.3 Recall.** In the event the full-time work force is increased, recall to work shall be in the inverse order of layoff from work, including recall to positions previously held.

- 11.4 Notification of Recall.** Notification of recall from layoff shall be sent to the employee by certified mail, return receipt requested, to the employee's last know residential address and personal email address, work email address, and text. The notice shall set forth the date the recalled employee is expected to return to work. Employees, who decline recall or who, in the absence of extenuating circumstances, fail to respond within seven (7) working days of the time set for return to work shall be presumed to have resigned and their names shall be removed from seniority and preferred eligibility lists. It is the employee's duty to keep the Employer apprised of the employee's current address, cell phone number, and personal and work email addresses.
- 11.5** Temporary employees will not be utilized in any department with an existing full or part-time Union employee lay-off.

ARTICLE 12 **GRIEVANCE PROCEDURE**

- 12.1** A grievance is defined as a complaint which alleges violation of a specific Article and Section of this Agreement. If any such grievance arises during the term of this Agreement, it shall be submitted in accordance with the following Grievance Procedure. A grievance shall be processed utilizing the forms agreed upon by the parties.
- 12.2** Prior to filing a formal grievance, the employee and representative shall attempt to settle the grievance at the department level. If the parties are

unable to informally resolve the matter, a formal written grievance stating the specific Article and Section of this Agreement alleged to be violated, together with the facts giving rise to the grievance, the relief requested and signed by the employee, must be filed within fifteen (15) business days of the occurrence out of which the grievance arises.

The Local President, or his/her designee, shall operate as the “grievance officer”, who shall be a member of the Union and recognized as such by the Township. The grievance officer shall have all rights and responsibilities necessary to resolve all grievances including Step One and beyond.

STEP ONE: Submit the grievance to the employee's Department Head. The Department Head shall have ten (10) calendar days to render a decision.

STEP TWO: In the event that the decision rendered in Step One is not satisfactory to the Union, the Union shall submit an appeal within ten (10) calendar days of the decision in Step One to the Township Manager or designee. The Township Manager or designee shall meet with the aggrieved employee and the Union at a time and date mutually agreeable to the parties. The Township Manager or designee shall consider the matter and will give a written reply within ten (10) calendar days from the date of

submission of the grievance to the Township Manager or designee.

STEP THREE: In the event the decision rendered in Step Two is not satisfactory to the Union, the Union may invoke binding arbitration by filing such a demand with the Township Manager or designee. Such demand for arbitration shall be submitted within twenty-eight (28) calendar days after receipt of the Step Two answer or expiration of the Step Two time limits.

- 12.3** Any grievance not advanced to the next step by the Union within the time limits in that step shall be deemed abandoned. If the Township does not answer a grievance within the time limits prescribed in this Article, the Union has the right to refer the dispute to the next step of the Grievance Procedure. Time Limits may be extended by mutual agreement in writing.
- 12.4** Any agreement between the Township and the Union representative is binding on all workers affected and cannot be changed by any individual.
- 12.5** The Union and the Township shall agree to a list of five (5) Arbitrators who are acceptable to both parties. During the course of this Agreement, any grievance involving arbitration will be referred to one (1) of the five (5) Arbitrators for resolution. The rules of the American Arbitration Association (AAA) will be followed.

- 12.6** The selected Arbitrator will confer with the parties, hold a hearing promptly and will issue his/her decision, in writing, not later than thirty (30) calendar days from the date the hearing is completed. The Arbitrator will set forth his/her findings of facts, reasons and conclusions on the issue (s) submitted.
- 12.7** **Arbitrator's Power.** The Arbitrator's decisions are bound by the scope and terms of this Agreement. Any award of the Arbitrator shall not be retroactive more than 15 business days prior to the time that the grievance was first submitted in writing. The Arbitrator shall have no power to consider any issues not submitted to the Arbitrator and shall have no power to add to, subtract from, or modify any of the terms of this Agreement or any supplementary agreement. The function and purpose of the Arbitrator is to determine disputed interpretation of terms actually found in the Agreement, or to determine disputed facts upon which the application of the Agreement depends. The Arbitrator shall have no power to establish or modify job classifications, wage rates, wage scales, rates on new jobs, work schedules or assignments. The Arbitrator shall have no power to substitute his discretion for the Township's discretion in cases where the Township is given sole discretion to act by this Agreement or by any supplement or amendment thereto. In the event the Arbitrator decides he/she has no power to decide or rule on an issue, the matter shall be referred back to the parties to arbitrate any matters which arise after the contract expires, except where the Agreement has not been formally terminated.

- 12.8 Fees and Expenses at Arbitration.** The fees and expenses of the Arbitrator, including all filing fees, shall be borne equally by each party. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of the witness called by the other.
- 12.9** During the pendency of any proceedings, and until a final determination has been reached, all proceedings shall be private, and any preliminary disposition will not be made public without the agreement of all parties, subject to both parties and the Arbitrator acting in full compliance with the requirements of the Open Meetings Act, being, Act 267, PA of 1967, Section 15.261, et seq. MCLA, to the degree any of the provisions thereof are applicable.
- 12.10** All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file kept by the Human Resources.
- 12.11** No employee shall be discharged, suspended or otherwise disciplined except for just cause. The Employer shall take disciplinary action as to an employee's acts or omissions within thirty (30) calendar days after the Employer learns of same. The claim of any employee that he or she has been unjustly discharged, suspended, or otherwise disciplined shall be processed as a grievance; and, the said employee shall be entitled to all the procedures as set forth above in Step One through Step Three including binding arbitration.

12.12 Probationary employees do not have a right of grievance during the period of probation, except for the purposes of Collective Bargaining in respect to rates of pay and hours and conditions of employment. Any disciplinary action taken against probationary employees shall not be subject to the Grievance Procedure.

ARTICLE 13
MANAGEMENT RIGHTS

13.1 The Employer hereby retains, on behalf of the Township Board of Trustees and its electors, and reserves unto itself, without limitation, all powers, rights, authority, duties, responsibilities and privileges conferred upon it or vested in it by the ordinances, statutes and Constitutions of Michigan and the United States; the right to hire, promote, suspend, lay-off, discharge or discipline for just cause, and to maintain fair discipline and efficiency of employees is the sole responsibility of and vested exclusively in the Employer.

13.2 Further, all rights which are inherent in or exercised by employers, except those which are specifically relinquished herein, are retained, reserved and vested in the Employer without limitation.

13.3 The Employer shall and does have the right to manage its affairs efficiently and economically, including the determination of quantity and quality of services rendered to the public, of equipment to be used, purchased or sold, and of the commencement and cessation of any services.

- 13.4** The Employer shall and does have the right to introduce new methods, processes and equipment and to change, eliminate and institute technological changes, supplies and equipment.
- 13.5** The Employer shall and does have the right to determine the number, location and type of facilities, installation, equipment and supplies.
- 13.6** The Employer shall and does have the right to determine the size of the work force and increase or decrease of its size, to hire new employees, to assign and layoff employees, to reduce the work day or the work week or effect reductions in hours worked by combining layoffs and reductions in work day or work week, to permit municipal employees not included in the Bargaining Unit to perform Bargaining Unit work in emergencies (such as but not limited to natural disasters, work stoppages, riots, etc.), to direct the work force, assign the type and location of work assignments and determine the number of employees assigned to any duty or task.
- 13.7** After consulting with the Union, the Township shall and does have the right to establish, change, combine or discontinue job classifications. However, the wage rates for new classifications in the Bargaining Unit shall be bargained and agreed upon with the Union.
- 13.8** The Employer shall and does have the right to determine lunch, starting and quitting times and the number of hours to be worked, to establish work schedules, work standards and the methods, processes and procedures by

- which such work is to be performed.
- 13.9** The Employer shall and does have the right to discipline, suspend and discharge employees for just cause and to adopt, revise and enforce Township rules and regulations (including rules and regulations as to appearance of employees) and to carry out cost containment and general improvement programs.
- 13.10** The Employer shall and does have the right to select employees for promotion or transfer to Supervisory or other positions and to determine the qualifications and competency of employees to perform the available work and to establish training requirements for purposes of maintaining or improving professional skills of employees for the purpose of advancement.
- 13.11** The parties understand and agree that the foregoing designations of the rights of management and the Employer's prerogatives shall not be deemed to exclude other rights or prerogatives not enumerated, and except as specifically abridged, delegated, modified or granted by this Agreement, all of the rights, powers and authority the Township of Northville had prior to the signing of this Agreement are retained by the Township and remain exclusively and without limitation the rights of the Employer.
- 13.12** Employer shall and does have the right to implement policies, procedures

and work rules designed to increase safety and efficiency which do not conflict with any provision of this Collective Bargaining Agreement.

ARTICLE 14
DISCIPLINARY PROCEDURE

14.1 In any case where an employee disciplinary action is necessary, the following order of procedures will generally follow:

- A. Oral Reprimand;
- B. Written Reprimand;
- C. Suspension or Demotion;
- D. Removal and Discharge.

Nothing in this Section shall prevent the Supervisor from taking immediate and appropriate disciplinary action at any level should it be required by the circumstances, with proper notice thereof to the Union at the time such immediate action is taken.

14.2 The employee shall have the right to be represented by a Union representative at all stages of disciplinary investigations and hearings. All disciplinary action for non-probationary employees shall be subject to the Grievance Procedure, which procedure is the exclusive remedy for alleged violations of this Agreement.

14.3 Each employee shall be permitted to review his/her personnel records and to take such other action as is provided in accordance with the Bullard-

Plawecki Employee Right-to-Know Act, MCLA 423.501. et seq.

- 14.4** The Employer shall not use to justify current discipline any prior discipline action issued two years prior to the current incident. If during the said two years, there has been no further discipline of the employee, the prior disciplinary action will be removed from the personnel file, upon request.

ARTICLE 15 **SICK LEAVE**

- 15.1** All full time employees in the bargaining unit earn eight (8) hours of sick leave for each completed calendar month of service. All part time employees shall receive paid time off (PTO) in accordance with Article 18.1, which may be utilized for sick leave purposes in accordance with the provisions of Article 15.
- 15.2** An employee may utilize sick leave for absences in compliance with Township Policy 5.4.004, Sick Leave.
- 15.3** When an absence occurs for one (1) of the reasons outlined in paragraph 15.2, the employee shall notify his/her immediate supervisor as soon as possible. Failure to do so may be cause for denial of paid sick leave for the period of absence.
- 15.4** Upon suspected abuse or misuse of sick leave or an absence of three (3) consecutive business days or more, the Employer may require evidence in the form of a medical certificate from an attending physician outlining the reason(s) for the absence. Failure to provide such certification upon request shall result in the employee being denied the use of sick leave for

- the period of the absence. Falsification of medical certification shall constitute just cause for disciplinary action up to and including discharge.
- 15.5** An employee making a claim for sick leave pay which the Employer considers excessive or abusive, may also be required to take a physical examination by a physician of the Employer's choice without cost to the employee to determine the physical fitness of the employee to perform his/her duties.
- 15.6** Sick leave shall not be allowed in advance of being earned. If an employee has insufficient sick leave credits to cover a period of absence, no allowance for sick leave shall be posted in advance or in anticipation of future sick leave credits. Employees may use personal days or vacation time provided sick time is exhausted. However, sick leave benefits may be taken in units of not less than one quarter (0.25) hour or more.
- 15.7** Employees shall be allowed to accumulate earned unused sick leave credits up to a maximum of one hundred twenty (120) days, or nine hundred sixty (960) hours.
- 15.8** Accumulated sick leave shall be paid upon termination, retirement, or the employee's death calculated on the basis of one-half (1/2) of the number of days in the bank times the employee's then existing daily wage rate.
- The maximum payout under this provision shall equal not more than thirty (30) days or two hundred and forty (240) hours pay at the employee's then existing rate of pay.

- 15.9** An employee may assign to another employee in the bargaining unit such sick days as may exist in the first employee’s sick day bank, if the employee requesting time has exhausted all accrued vacation and sick leave and the request is approved by the Township Manager. This request must be of an extenuating circumstance. All transfers by an employee shall be voluntary. The sick day credits transferred shall become and remain the right of the employee receiving the transfer. The employee volunteering the sick day credits shall waive and give up forever any claim to those credits volunteered.

ARTICLE 16
FUNERAL LEAVE

- 16.1** Upon approval of the Employer, a full-time and part-time employee will be granted paid time off from work to make burial arrangements and attend funeral services when death occurs in the employee’s “immediate family” (as defined herein) under the following terms and conditions:
- A.** Employees shall notify the Department Head of the Township Manager or designee at least twenty-four (24) hours prior to taking funeral leave unless such notification is impossible due to the circumstances surrounding the death. Failure to comply may be cause for denial of such leave.
 - B.** An employee requesting funeral leave may be required to produce evidence to establish that the deceased person is a member of the immediate family and the employee’s attendance at the funeral.

- C.** In order to be compensated under this Section, the employee must have been scheduled to work on the day(s) taken.

16.2 Funeral leave shall be allowed as follows for full-time employees:

- A.** Five (5) Days: Husband, wife, life-partner (must cohabit), child, step-child, father, mother, step-father, step-mother, father-in-law, mother-in-law, sister, brother, or grandchild of the employee/employee's spouse/employee's life-partner.
- B.** Two (2) Days: Grandmother, grandfather, step-sister, step-brother, sister-in-law, brother-in-law, aunts, uncles, nieces, nephews of the employee/employee's spouse/employee's life-partner.
- C.** One (1) Day: Acquaintances (documentation must be provided).
The Township will consider requests for funeral leave for acquaintances on a case by case basis based on specific circumstances.
- D.** An additional two (2) days of leave shall be allowed in the event the employee attends a funeral service for an immediate family member listed above more than two hundred fifty (250) miles from the Township's boundaries.
- E.** Funeral leave shall be allowed as follows for part-time employees:
 - a.** One (1) day in which an employee was scheduled to work for all members covered in Section A above.

- 16.3** An employee’s failure to provide proof of attendance that is satisfactory to the Employer will cause the absence to be treated as an unexcused absence.
- 16.4** The Township will consider extensions of funeral leave on a case by case basis based on specific circumstances. An extension granted shall not set precedence for future requests.

ARTICLE 17
PERSONAL LEAVE

- 17.1** All full-time employees are entitled to thirty-two (32) hours or four (4) personal days per year. In the first year of employment, a new employee is entitled to personal days based on the employee’s date of hire as follows:

January 1	-	March 31	thirty-two (32) hours
April 1	-	June 30	twenty-four (24) hours
July 1	-	September 30	sixteen (16) hours
October 1	-	December 31	eight (8) hours

- 17.2** There shall be no accumulation or carryover of such leave days from one calendar year to another.
- 17.3** Requests for a personal day leave of absence must be made to the employee’s immediate Supervisor twenty-four (24) hours in advance of the date requested.
- 17.4** A request for a personal leave day may be denied if the absence of the employee would unreasonably interfere with the services required to be performed within the Township.

ARTICLE 18
VACATION

18.1 At the beginning of each year, all full-time employees shall be granted the following number of vacation days in accordance with their number of years of service:

After first year	-	Forty (40) hours
After second year	-	Eighty-eight (88) hours
After third year	-	Ninety-six (96) hours
After fourth year	-	One hundred twenty (120) hours
After fifth year	-	One hundred forty-four (144) hours
After sixth year	-	One hundred sixty (160) hours

Continuing with an additional eight (8) hours earned for each year of service, not to exceed two hundred and eight (208) hours in any one year.

All full-time probationary employees shall be granted vacation upon hire based upon the following:

Hire date between January 1-March 31	–	thirty-two (32) hours
Hire date between April 1-June 30	–	twenty-four (24) hours
Hire date between July 1-September 30	–	sixteen (16) hours
Hire date between October 1-December 31	–	eight (8) hours

All part-time employees shall earn paid time off (PTO) using the following table on a per pay period basis. The PTO shall be a bank of time to include vacation and sick leave and shall be used pursuant to Articles 15

and 18. The maximum PTO bank will be 280 hours. In the event a part-time employee is hired or promoted to full-time, the employee’s banked PTO hours will be rolled into the employee’s vacation bank.

PTO	
Year	Hours Accrued per 2080 Hour Annual Schedule (0.75 Factor to FT)
1	102
2	138
3	144
4	162
5	180
6	192
7	198
8	204
9	210
10	216
11	222
12+	228

For purposes of transition, accrued leave will be calculated at the close of 2025 pursuant to the methodology under the 2023-2025 collective bargaining agreement and be added to the PTO bank.

18.2 Any employee who has a break in employment status, for any reason, other than on-the-job disability, and is subsequently re-employed shall be deemed to be a new employee in the first year of service for purposes of computing vacation time.

18.3 Vacation time is earned during the calendar year and granted the following January 1. An employee may accumulate vacation days each year which when added to the next year’s eligibility would equal no more than two

hundred and eighty (280) hours or thirty-five (35) days. Any additional time beyond 280 hours or 35 days will be forfeited.

- 18.4** Upon retirement and resignation, an employee may be paid for unused vacation leave accumulated in that year based upon a proration for the year of retirement or resignation. Such time may also be paid to an employee's estate upon death of that employee. Employees terminated for cause shall not be compensated for any unused annual leave upon separation.

Upon resignation with notice, a part-time employee may be paid for three-quarters of the accrued and unused PTO leave bank hours as of the effective date of the resignation.

- 18.5** The Department Supervisor shall determine the number of employees who can be assigned for vacation purposes at any given time, agreeing that an effort shall be made to schedule vacation leave in accordance with the manpower and workload requirement. Vacation leave shall be granted giving preference to seniority employees.

Primary Vacations: Everyone should have the opportunity to request one (1) primary vacation each year. If two (2) people request the same week, seniority will rule, although compromise should be attempted.

Secondary Vacations: Vacation time should be requested after everyone has had the opportunity for their primary request. Again, the

same rules would apply. Once a vacation request has been approved, there will be no changes made to those dates unless the vacation request is withdrawn by the employee. All other vacation requests will be granted according to a “first-come” basis.

ARTICLE 19 **HOLIDAYS**

19.1 The following shall be paid holidays, which shall be compensated based on eight (8) hours pay (holiday pay) at the employee’s straight time hourly rate:

New Year’s Day

Martin Luther King Day

Presidents Day (As the same is designated for the purposes of the Employer’s governmental functions.)

Good Friday (entire day)

Memorial Day (As the same is designated for the purposes of the Employer’s governmental functions.)

Independence Day

Labor Day

Veteran’s Day

Thanksgiving Day

Day after Thanksgiving

Christmas Eve Day

Christmas Day

Floating Holiday

- 19.2** To be eligible for holiday pay, an employee must:
- A.** Be a full-time employee on the date the holiday occurs.
 - B.** Work in full the employee's regularly scheduled work day prior to, and the employee's regularly scheduled work day subsequent to the holiday, unless on pre-approved paid leave.
 - C.** Be otherwise scheduled to work on such day if it had not been observed as a holiday.
 - D.** Part-time employees receive four (4) hours pay for every holiday listed above.
- 19.3** If employees covered by this Agreement work on any holiday hereinbefore designated, the pay for such holiday shall be double time the employee's regular rate for actual hours worked.
- 19.4** Employees on layoff, disciplinary suspension, long-term disability, or unpaid leave of absence shall not be entitled to holiday pay for holidays falling during said layoff, suspension, long-term disability, or unpaid leave of absence.
- 19.5** In the event that the elected body closes Township operations for service recognition of any kind, part-time employees will be paid four (4) hours of holiday pay. In the event of a closure due to inclement weather, those part-time employee who were scheduled to work will receive four (4) hours of regular pay.

ARTICLE 20
REIMBURSEMENT OF EDUCATION EXPENSES

- 20.1** An employee, with the approval of the Township Manager or designee, and in accordance with the Township Tuition Reimbursement Policy, may take classes or courses of study directly relating to the work of the Township, which do not interfere with the employee’s scheduled hours of work.
- 20.2** Reimbursement shall be limited to expenses actually incurred by the employee for tuition, books, and fees not to exceed the current federal limit on tax free reimbursement, subject to change annually, per calendar year.

ARTICLE 21
HEALTH INSURANCE

- 21.1** The following Health Care Plans shall be provided by the Employer to full time employees of the payroll as of the date of signing of this Agreement. However, the Employer shall have the right to change the insurance carriers and plans relative to medical, dental and hospitalization coverage so long as comparable is provided.

<u>HMO</u>	
Office Visit	\$20
Urgent Care	\$20
Emergency Room	\$75
Hospital Copay	\$250 each admission
Prescription Coverage	\$10/20/40 MOPD 2x

The employee contribution is a percentage of the plan premium and is as follows:

- A. The employee contribution shall be pursuant to the provisions set forth in Michigan Public Act 152 as instituted by the Charter Township of Northville. Public Act 152 shall pertain solely to the amount paid per employee for major medical coverage.
- B. Employee health care contribution will be subject to change annually. The Township will provide an updated annual cost per employee status.

21.2 Employees of this bargaining unit may elect to opt-out of Employer provided health insurance. Those electing to opt-out shall be paid an annual sum of \$3,000 for health insurance, to be paid on the last pay in November (pro-rated for mid-year hires). Employees who elect to opt-out must provide proof of other coverage in order to qualify for opt-out payments.

New employees or employees who experience a qualifying event (marriage, childbirth, divorce, dependent losing eligibility, etc.) must notify the Employer within thirty (30) calendar days of the event. Any cost incurred by the Employer due to continuation of coverage for a non-qualifying dependent will be the sole responsibility of the employee.

21.3 The Employer agrees to continue health, dental , and vision insurance coverage for any full – time employee, (surviving) spouse, and dependents upon the employee’s retirement after 15 years of credited service to the Employer and 55 years old or 20 years of credited service to the Employee and 50 years old.

New hires have the ability to opt-out of retiree healthcare by making an irrevocable election to enroll in the Health Care Saving Plan (HCSP) at time of hire. The Township will contribute \$50 per pay in the Employee’s HCSP, which will have a five (5) year vesting period. Current employees may make a one-time, irrevocable election to enroll in the HCSP within thirty (30) calendar days of this Agreement being signed.

All retirees, (surviving) spouses, and dependents will continue to receive health, dental, and vision insurance coverage under the same terms, conditions and obligations which apply to active employees.

The retiree health care contribution will be 10% of the retiree health care premium and subject to change annually. The township will provide an updated annual cost to each retiree.

The medical coverage for the surviving spouse and dependents of the deceased retiree shall continue until the spouse becomes eligible for medical coverage through his/her own employer.

If the spouse should lose medical coverage through his/her employer, the surviving spouse and dependents will be allowed to return to the Township for coverage within 30 calendar days of loss.

Once the retired employee or the employee's spouse is eligible for Medicare, that eligible retired employee or spouse shall receive their primary health care through Medicare, requiring premium payment of Parts A & B, paid by the retired employee. The eligible retired employee or spouse will also be transferred to an Employer provided Medicare supplemental plan. Once both the retired employee and spouse become eligible for Medicare, both members, and any dependents, will drop from Employer provided retiree healthcare and will instead be paid a stipend by the Employer in lieu of retiree healthcare, at which time, the Employer shall pay the retired employee and/or spouse \$1,200 for single coverage and \$2,400 for two-people coverage, on a monthly basis.

ARTICLE 22 **INSURANCE**

During the term of this Agreement, the Employer agrees to maintain the following insurance coverages:

- 22.1 Dental:** The Employer shall provide a dental plan with \$1,000 per year maximum per eligible employee and dependent and an orthodontic coverage with a \$1,000 lifetime maximum to age 19.

22.2 Life Insurance: The Employer agrees to maintain the life insurance in the amount of Fifty Thousand (\$50,000) Dollars for covered members of this bargaining unit.

22.3 Worker's Compensation: The Employer agrees to maintain the Worker's Compensation Insurance benefit as defined by the law.

22.4 Short Term Disability: The Township shall provide short-term self insured disability insurance for all full-time employees. The benefits provide fifty (50%) percent of an employee's basic weekly earning. The first fifteen (15) scheduled business days after an accident or illness is a waiting period and then the next ten (10) weeks the employee will receive short-term benefits. The waiting period and the other fifty (50%) of lost wages can be supplemented from the employee's leave banks.

Effective January 1, 2027, the short-term self insured disability benefit will be for a period not to exceed 180 days from the date of injury or illness. The benefits provide fifty (50%) percent of an employee's base weekly earning. The first fifteen (15) scheduled business days after an accident or illness is a waiting period and then the following days up and through day 180 the employee will receive short-term benefits. The waiting period and the other fifty (50%) of lost wages can be supplemented from the employee's leave banks.

Long Term Disability: The Township agrees to maintain long-term disability insurance for all active full-time employees. The benefits provide sixty-six and two thirds (66 2/3%) percent of an employee's basic monthly earnings up to five thousand (\$5,000) dollars per month maximum, with a ninety (90) calendar day waiting period and payable to age sixty-five (65) in long-term disability benefit.

While on long-term disability, an employee will continue to receive health care coverage for the first ninety (90) calendar days. The employee, under the COBRA Act, can elect to continue their health care coverage after the ninety (90) calendar days by paying the appropriate premiums.

Effective January 1, 2027, the Township agrees to maintain long-term disability insurance for all active full-time employees. The benefits provide sixty-six and two thirds (66 2/3%) percent of an employee's basic monthly earnings up to five thousand (\$5,000) dollars per month maximum, with a one hundred eighty (180) calendar day waiting period and payable to age sixty-five (65) in long-term disability benefit.

While on long-term disability, an employee will continue to receive health care coverage for the first one hundred eighty (180) calendar days. The employee, under the COBRA Act, can elect to continue their health care coverage after the one hundred eighty (180) calendar days by paying the appropriate premiums.

While on long-term disability, an employee will not accrue sick or vacation days.

22.5 Optical coverage: The Township will provide optical insurance. The optical coverage frequency is once every 12 months for exams, frames, lenses or contact lenses. Optical will be provided when the employee becomes eligible for health care. Family members will be included in the vision plan.

ARTICLE 23
PENSION AND RETIREMENT

23.1 Defined Benefit Pension. Effective upon full ratification of this Agreement and in accordance with MERS policy and applicable laws, the Township will establish a Defined Benefit Pension plan open to all full-time bargaining unit members, including new hires.

Benefits

a) Multiplier	2.5% (80% max)
b) Vesting	V-10
c) FAC	FAC-5
d) Member Contribution	3%
e) Retirement Condition	20 and out

Members will be vested after 10 years of full-time service, or if they have already attained 10 years of full-time service, members will be vested after one year of service after the full ratification of this contract and adoption of the DB Plan.

The employee must contribute 3% of wages and the Township will contribute up to 20% of wages. Any amount above 20% will become the responsibility of the employees.

Final average compensation will not include any lump sum payments at retirement and/or termination.

New hires have the ability to opt-out of the DB pension by making an irrevocable election to enroll in the Defined Contribution (DC) and Deferred Compensation (457) Plan at time of hire, no later than 30 days of their start date. In the event a new hire opts out of the Defined Benefit pension, the Township will contribute to the Defined Contribution and 457 plans as outlined in Section 23.2.

Current full-time employees may make a one-time, irrevocable election to enroll in the Defined Benefit Plan within 90 calendar days of the Agreement being signed, in compliance with MERS.

23.2 Defined Contribution Plan: The Township shall, during the term of this Agreement, continue to maintain a Defined Contribution Pension Plan for full-time Bargaining Unit employees. All new employees hired after the ratification of this Agreement shall have to be employed full-time with the Township for five (5) years before being vested in this plan.

23.3 The Employer's contribution for each defined contribution plan participant shall be fifteen percent (15%) of said participant's base pay for full-time

employees. Effective January 1, 2020, the employer’s contribution for each full-time defined contribution plan participant hired after January 1, 2011 shall be eleven percent (11%) of said participant’s base pay.

For Defined Contribution participants hired after January 1, 2011, the Employer will contribute to a Deferred Compensation (457) plan based on the Employee’s base wages per the following scale:

- 1 year of consecutive full-time service with the Township – 1%
- 2 years of consecutive full-time service with the Township – 2%
- 3 years of consecutive full-time service with the Township – 3%

ARTICLE 24
WAGE SCALE

24.1 Classifications. All positions shall be considered continuous classifications. Each new hire will begin at the start rate and proceed through the step pay sequence. Employee transfers shall keep their original hire date, in order to continue with a step increase every six months, until top pay is reached. In the event a part-time employee is hired or promoted to full-time, they will keep their same original hire date and pick up the full-time pay schedule at the same step. The six month time period will not reset.

Wage Scale (APPENDIX A)

2026	4.0%
2027	4.0%
2028	3.0%

2026 wage increases will be effective 1/1/2026 and a retroactive

adjustment will be made for all hours of work from the date of 1/1/2026 through full ratification of this collective bargaining agreement.

Positions

Accounts Payable Associate (Part-time)

Building Associate (Full-time)

Clerk Associate (Full-time)

Clerk Associate (Part-time)

Finance Associate (Part-time)

Fire Associate (Part-time)

Planning Associate (Full-time)

Police Associate (Part-time)

Public Services Associate (Part-time)

Utility Billing Associate (Full-time)

Water & Sewer Associate (Full-time)

24.2 Longevity. Effective January 1, 2026, a permanent full-time employee who, as of the anniversary date of his/her employment, has completed five or more years of continuous employment as a Township employee will receive a lump sum payment made on the first pay in December each year, a longevity bonus of \$450. Said bonus will increase by \$100 for each additional completed year of continuous employment as a Township employee up to a maximum annual payment of \$2,000. For purposes of pro-ration, longevity payments will cover the annual period from December-November.

ARTICLE 25
TRAVEL EXPENSE REIMBURSEMENT

The Township will provide pre-payment or reimbursement of reasonable travel expenses incurred by employees as a direct result of conducting official Township business, subject to pre-authorization, including training, conferences, workshops, etc. The Township expects and requires that prudent care will be exercised in incurring expenses resulting in the expenditure of public funds.

ARTICLE 26
FAMILY LEAVE

The Employer agrees that it shall be subject to the Family Medical Leave Act (FMLA) during the term of this Agreement.

ARTICLE 27
SCOPE OF AGREEMENT

- 27.1** The provisions of this Agreement can be amended, supplemented, rescinded or otherwise altered only by mutual agreement in writing and ratified by the governing parties.

ARTICLE 28
SEVERIBILITY SAVINGS

- 28.1** If any Article or Section of this Agreement or any riders thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and any rider thereto or the application of

such Article or Section to this Agreement and any rider thereto or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restricted, shall not be affected thereby.

- 28.2** In the event that any Article or Section is held invalid or if compliance with or enforcement of any Article or Section has been restrained, as set forth in Section 29.1, the parties affected thereby shall enter into immediate collective bargaining, upon the request of either party hereto for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint. If the parties do not agree on a mutually satisfactory replacement within sixty (60) calendar days after the beginning of the period of invalidity or restraint, either party shall be permitted all legal recourse in support of its demands.

ARTICLE 29
NO STRIKE – NO LOCKOUT

- 29.1** Under no circumstances will the Union cause or authorize or permit its members to cause, nor will any member of the Bargaining Unit take part in any strike, sit-down, stay-in or slowdown or any violation of any State Law. In the event of a work stoppage or other curtailment, the Union shall immediately instruct the involved employees, in writing, that their conduct is in violation of the contract; and that all such persons shall immediately cease the offending conduct.

- 29.2** The Employer will not lockout any employees of the Bargaining Unit during the term of this Agreement.


ARTICLE 30
TERMINATION OF AGREEMENT


- 30.1** This Agreement shall remain in full force and effect from January 1, 2026 until midnight of December 31, 2028. The parties will commence negotiations no later than one hundred twenty (120) calendar days prior to the contract expiration date.

IN WITNESS WHEREOF, the Union and the Township have caused this Agreement to be executed in their names by their duly authorized representatives this day February 20, 2026.

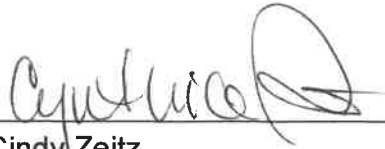
CHARTER TOWNSHIP
OF NORTHVILLE

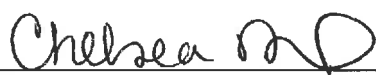
AFSCME



By: Mark J. Abbo
Its: Township Supervisor


By: June Thomas
Its: AFSCME Representative



By: Cynthia Jankowski
Its: Township Clerk


By: Cindy Zeitz
Its: Local Union 1410 President


By: Chelsea K. Ditz
Its: Human Resources Director


By: Jessica Symonds
Its: Local Union 1410 VP/Treasurer


By: Wendy Hillman
Its: Finance Director


By: Melissa Raikes
Its: Local Union 1410 Stewart

Dated

Dated:

Appendix A

FULL - TIME							
		2026		2027		2028	
1	Start	48,908	23.5134	50,864	24.4539	52,390	25.1875
2	6 mos	50,316	24.1904	52,329	25.1580	53,899	25.9128
3	1 year	51,724	24.8674	53,793	25.8621	55,407	26.6380
4	6 mos	53,134	25.5450	55,259	26.5668	56,917	27.3638
5	2 years	54,542	26.2219	56,723	27.2708	58,425	28.0889
6	6 mos	55,950	26.8990	58,188	27.9749	59,934	28.8142
7	3 years	57,358	27.5760	59,652	28.6791	61,442	29.5394
8	6 mos	58,767	28.2536	61,118	29.3837	62,952	30.2652
9	4 years	60,176	28.9306	62,583	30.0878	64,460	30.9905
10	6 mos	61,584	29.6076	64,047	30.7919	65,968	31.7156
11	5 years	62,992	30.2846	65,512	31.4960	67,477	32.4409
12	6 mos	64,401	30.9622	66,977	32.2006	68,987	33.1667
13	6 years	65,810	31.6392	68,442	32.9048	70,495	33.8919
14	6 mos	67,218	32.3162	69,906	33.6089	72,004	34.6171

PART - TIME				
		2026	2027	2028
1	Start	21.5360	22.3974	23.0694
2	6 mos	22.1521	23.0382	23.7293
3	1 year	22.8253	23.7383	24.4505
4	6 mos	23.5134	24.4539	25.1875
5	2 years	24.0969	25.0608	25.8126
6	6 mos	24.6605	25.6469	26.4163
7	3 years	25.2399	26.2495	27.0369
8	6 mos	25.8181	26.8508	27.6564
9	4 years	26.3881	27.4437	28.2670
10	6 mos	26.9521	28.0302	28.8711
11	5 years	27.5539	28.6560	29.5157
12	6 mos	28.1556	29.2818	30.1603
13	6 years	28.7574	29.9076	30.8049
14	6 mos	29.3592	30.5336	31.4496