



SEIU 517M

PUBLIC EMPLOYEES

LETTER OF AGREEMENT

Between

City of Grand Haven

And

Service Employees International Union, Local 517M

Both parties mutually agree to the following:

New Employees

Operator I's are eligible to apply for Operator II training after two (2) years.

Divisional Transfers

Operator II's who transfer from Division to Division can elect to continue with their previous Division's certification/recertification, or begin to seek training for the Operator II certification in which Division they now operate in.

Loss or Lapse of Certification

If an Operator II's license or certification lapses or is lost for any reason they shall be returned to an Operator I position at the end of the pay period. They will have the opportunity to promote to an Operator II position as outlined in their then occupied division.

If the license or certification becomes invalid by no means of the employee or employer, both parties will work together to develop an acceptable plan to regain certification or licenses or obtain alternate certifications or licenses. Such process will happen within three (3) months after loss or notice of loss of such certifications or licenses.

CDL Training

Any employee while performing CDL training will receive crew leader pay at the employees current wage scale step.



Ashley Latsch, City Manager

3-5-24

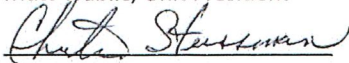
Date



Matt Vrablic, Unit President

3-6-24

Date



Christine Stressman, Sr. Labor Relations Specialist

3-6-24

Date



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ARTICLE TWENTY-THREE

UNIFORMS AND TOOLS

Section 23.1 The Employer will provide employees with uniforms and laundering of same. **Employees will receive 8 shirts and 11 pairs of pants.** Such uniforms, or any portion of them, shall not, however, be worn by employees at any time or place other than while engaged in the service of the Employer. The Employer shall reimburse an employee for the amount he/she spends in a year to purchase a pair of work boots or boot related items, up to a maximum of one hundred fifty (\$150.00) dollars per year, if the Employee presents a receipt showing that he/she purchased a pair of work boots or boot related items during that year. The "year" for purposes of the boot allowance is the City's fiscal year (July 1 to June 30).

In the DPW and Water Plant, the employer will provide two jackets and two fleeces that are laundered and maintained by an outside provider.

In the Wastewater Plant, the Employer shall provide one (1) waist length winter jacket (with zipper for lining) and bibs; one (1) lining (not annual) for winter jacket. Employees will have the option to receive one waist length winter jacket or one light weight jacket with a vest or sweatshirt. The Employer will replace these items as needed.

Ashley Latsch, City Manager

3-6-24

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