

TENTATIVE AGREEMENT

**43RD DISTRICT COURT UNION EMPLOYEES ASSOCIATION
AND
MADISON HEIGHTS 43RD DISTRICT COURT
AUGUST 14, 2019**

1. Duration:

Three Years (July 1, 2018 – June 30, 2021)

2. Wages:

- A. 7/1/18 2.25%
- B. \$500 signing bonus not rolled into base wage, payable upon ratification
- C. 7/1/19 2.25%
- D. 7/1/20 2.25%

The parties agree that upon ratification members shall receive a payment, which shall be calculated as to the value of retroactive payment of wages for items A and C above, provided that the Tentative Agreement is ratified prior to end of business August 20, 2019.

3. Health Insurance:

- A. City shall maintain current CB4 health insurance with a 5/40/80 drug plan, for the duration of this contract and for the next contract.
- B. Maintain 90/10 premium sharing for the duration of this contract and for the next contract.

4. Retirement Health Care:

- A. Employees who retire on or after July 1, 2019 who are eligible for retiree health care shall mirror active health care plan including prescription drugs, as well as any employer contributions to HSA, HRA or other employer contributions made to active employees. Should health insurance be eliminated in a subsequent collective bargaining agreement, the retiree and/or eligible spouse shall retain the healthcare coverage he/she was enrolled in at the time of elimination.
- B. The retiree shall also mirror the “opt-out” provisions and payments of active employees.
- C. Upon the attainment of Medicare age, retired members who retire on or after July 1, 2019 who are eligible for retiree health care shall be provided a \$300 stipend per month per employee and per eligible spouse to purchase Medicare Supplemental insurance, at which point all City obligations shall cease.
- D. The City shall offer to any member of bargaining unit, who is eligible for retiree health care with less than twenty (20) years of credited service the option to participate in a retirement health care buy-out program. Should a member choose to participate, the City shall deposit \$4,000.00 per year of credited service into a Retirement Health Care Savings Account. After which the Employee shall be eligible to participate in the City’s RHSP for all future years of service.

E. In the union contract 07/01/06 – 06/30/08, Any member of the bargaining unit who agreed to a healthcare retiree buy-out of \$1,200.00 per year of credited service will each receive a lump sum deposit of \$15,000 into his or her Health Care Savings Account.

5. The position of full-time Probation Officer shall be recognized as a bargaining unit position in the contract, and shall be placed in the same pay scale as the Deputy Court Clerk.

The incumbent Court Officer hired prior to July 1, 2018 shall be placed in the Probation Officer position at the 42 month wage with an effective date of July 1, 2018. (Vincent Colo)

The incumbent Court Officer hired after July 1, 2018 shall be placed in the Probation Officer position at the starting wage with an effective date of July 8, 2019. (Lauren Wands)

The Parties further agree that upon the retirement, separation or transfer of a Probation Officer as listed in this agreement the positions shall cease to be bargaining unit positions.

6. The position of full-time Court Officer shall be maintained as a bargaining unit position at its current wage scale.

7. All other provisions will be carried forward.

MADISON HEIGHTS 43RD
DISTRICT COURT

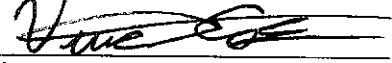
Honorable Keith D. Hunt
Presiding Judge

Honorable Joseph Longo
Chief Judge

8-26-19

DATE

MADISON HEIGHTS 43RD
DISTRICT COURT UNION


Vincent Colo, Court Union Steward

DATE