

COLLECTIVE BARGAINING AGREEMENT

43<sup>RD</sup> DISTRICT COURT UNION EMPLOYEES ASSOCIATION

AND THE

MADISON HEIGHTS 43<sup>RD</sup> DISTRICT COURT

**1. DURATION:**

Three Years (July 1, 2022 – June 30, 2025)

**2. WAGES:**

A. \$1.00/hr increase

- i. \$700 signing bonus, plus the equivalent of base wage increase retroactive to July 1, 2022.
  - not to be rolled into base wage.

B. 2.5%

C. 2.25%

**3. Maternity/Paternity Leave:**

Provide (5) paid days for Maternity/Paternity Leave.

- i. Upon agreement and ratification restore bargaining unit members utilized time i.e sick, vacation or personal. Maternity/Paternity leave effective date to reflect July 1, 2022.

**4. Medical Opt Out Payment:**

Increase to \$4,000 annually.

**5. Compensatory Time Off (CTO):**

Increase bargaining unit members banked Compensatory Time Off hours to 80 hours.

**6. Defined Contribution Pension:**

Increase employer contribution to 8%. All current employee's contributions to remain the same.

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

The Parties further agree that upon retirement, separation or transfer of a Probation Officer Or Chief Probation Officer the positions shall cease to be bargaining unit positions.

8. All other provisions will be carried forward.

MADISON HEIGHTS 43<sup>RD</sup>  
DISTRICT COURT

NOV 1 2022

Honorable Keith P. Hunt  
Presiding Judge

Honorable Joseph Longo  
Chief Judge

MADISON HEIGHTS 43<sup>RD</sup>  
DISTRICT COURT UNION

NOV 17 2022  
Vincent Colo, Court Union Steward