



COUNTY ADMINISTRATOR  
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MEMORANDUM

TO: Rolland Sizemore, Jr.  
***Chair, Ways & Means Committee***

FROM: Diane M. Heidt  
***Human Resources / Labor Relations Director***

THROUGH: Verna J. McDaniel  
***Washtenaw County Administrator***

RE: Tentative Agreement – ***T-POAM – All Units***

DATE: September 13, 2011

**Recommended Action:**

The Negotiating Team recommends approval of the Resolution approving the Union ratified agreement with T-POAM – All Units.

**Background:**

Beginning in February, 2011, Administration and Human Resources / Labor Relations brought to the Board of Commissioners an overview of the collective bargaining process, including the status and process for negotiations with those labor union contracts which were set to expire 12/31/2011. In March and April, 2011, the Washtenaw County Board of Commissioners provided their approval of a recommended strategy for negotiations.

Given the current strained economy in Washtenaw County and the State of Michigan, it was understood from the onset that these negotiation would be a difficult process. However, the vision for the process has been “To create a product and process that both the union and management are satisfied with.” The guiding principles that were followed include:

- Partnership
  - Purpose
  - Right to say “No” ... ensure that everyone is heard
  - Honesty (full disclosure)
  - Accountability

- Engagement – Communication
- Fit with the 10-year Financial Projections
- Even Application of Policy
- Employee Morale (openness & communication)
- Professional Approach (respect & trust)
- Measures of Success / Checkpoints
- Communication (engagement & employee morale)

Further, the County and the Unions engaged in Interest-Based Bargaining (IBB) training to understand the concepts and techniques for communication and understanding.

It is clear that the IBB process assisted both parties in building trust, through full-disclosure, and enhancing communication to reach the settlements in the professional manner and timeframe that had been determined.

The collective bargaining agreement with the **T-POAM – All Units**, expired December 31, 2010. The bargaining unit consists of the following employees:

- **T-POAM – Clerical Unit**
- **T-POAM - Supervisors / Probation Agents**

The parties have been negotiating with the focus of reaching a tentative agreement by September 15, 2011. The parties reached such agreement on September 12, 2011, and the Union has ratified said agreement.

#### **Discussion:**

The terms and conditions of the ratified agreement are set forth in the attachment to the Resolution. The highlights are as follows:

#### **Duration**

September 14, 2011 through December 31, 2013

#### **WCERS**

Additional 2.0% contribution for 2012-2013  
8 year vesting

#### **Eliminate Vacation Payout**

Add clause for excess time extension (90 day grace period), effective for excess vacation accrued in 2012 and 2013

#### **Bank Leave Time**

Ten (10) bank leave days (with no furlough days) for 2012 & 2013; sunset 12/31/13

#### **Health Care** (Effective 1/1/2012)

CORE PLAN: PPO7 w/ \$150/mo premium sharing for 9 months.

Buy up optional Plans: PPO1; PPO2 (Employee would pay difference between PPO1 or PPO2 and optional plan; in addition to \$150/mo premium sharing for 9 months; to be determined annually at Open Enrollment)

Retirees: if you retire during the life of this contract, you will revert back to PPO1 plus \$150/mo premium sharing

**Wages**

If properties increase by at least 2% on or before 12/31/12, a 1% wage increase would become effective January 1, 2013

**Birthday** (Effective 1/1/12)

Employee receives his or her birthday off with pay, if that day falls on a weekend or other holiday, he or she may opt to take the paid day off at another time.

**Eliminate Medical waiver payout** (Effective 1/1/2012)**LTD and Life Insurance maintained at current levels****Health Care Savings accounts available to employees (establish a committee to draw up policies and procedures****Freeze Tuition Reimbursement at 0% for 2012-2013****Eliminate longevity for new hires** (Effective 1/1/2012)**Reduce longevity payout by 50% for 2012 and 2013 – no change for longevity in 2011; 50% of longevity will be paid out in June (25%) and December (25%) of each year****Step increases for 2011 will remain; freeze step increases for 2012 and 2013****Me Too**

If AFSCME or non-union court and county employees within this employer receives a net gain (wages and health care benefits, longevity, or step increases), parity shall be provided to T-POAM.

**Should Governor Snyder choose not to sign the 80/20 Bill into law, T-POAM reserves the right to re-open negotiations with the County.**

**All remaining economic, non-economic, and reclassification issues shall be negotiated by way of letter of understanding by 12/31/11.**

All other provisions of the collective bargaining agreement apply.

**Impact on Human Resources:**

None

**Impact on Budget:**

All modifications have been considered as part of the budget.

**Impact on Other County Departments or Outside Agencies:**

None

**Conformity to County Policies:**

Proposed tentative agreement conforms to County policies.

A RESOLUTION APPROVING THE AGREEMENT WITH T-POAM – ALL UNITS AND  
WASHTENAW COUNTY FOR THE PERIOD OF SEPTEMBER 14, 2011 THROUGH  
DECEMBER 31, 2013

WASHTENAW COUNTY BOARD OF COMMISSIONERS

September 13, 2011

WHEREAS, beginning in February, 2011, Administration and Human Resources / Labor Relations brought to the Board of Commissioners an overview of the collective bargaining process, including the status and process for negotiations with those labor union contracts set to expire 12/31/2011; and

WHEREAS, in March and April, 2011, the Washtenaw County Board of Commissioners provided their approval of a recommended strategy for negotiations; and

WHEREAS, given the current strained economy in Washtenaw County and the State of Michigan, it was understood from the onset that these negotiation would be a difficult process; and

WHEREAS, the vision for the process has been “To create a product and process that both the union and management are satisfied with.”; and

WHEREAS, the guiding principles that were followed include partnership, engagement, fit with the 10-year financial projections, even application of policy, employee morale, professional approach, measures of success / checkpoints, and communication; and

WHEREAS, the County and the Unions engaged in Interest-Based Bargaining (IBB) training to understand the concepts and techniques for communication and understanding; and

WHEREAS, it is clear that the IBB process assisted both parties in building trust, through full-disclosure, and enhancing communication to reach the settlements in the professional manner and timeframe that had been determined; and

WHEREAS, the collective bargaining agreement with the ***T-POAM – All Units***, expired December 31, 2010; and

WHEREAS, the bargaining unit consists of the following employees:

- **T-POAM – Clerical Unit**
- **T-POAM - Supervisors / Probation Agents**

WHEREAS, the parties have been negotiating with the focus of reaching a tentative agreement by September 15, 2011. The parties reached such agreement on September 12, 2011, and the Union has ratified said agreement.

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the agreement with T-POAM – All Units and Washtenaw County for the period September 14, 2011 through December 31, 2013 as attached hereto and made a part hereof

BE IT FURTHER RESOLVED that the Labor Relations Manager is authorized to draft a new collective bargaining agreement to be presented and signed by the Washtenaw County Board of Commissioners

**TENTATIVE AGREEMENT**  
***Washtenaw County & T-POAM***

**Duration**

September 14, 2011 through December 31, 2013

**WCERS**

Additional 2.0% contribution for 2012-2013

8 year vesting

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Add clause for excess time extension (90 day grace period), effective for excess vacation accrued in 2012 and 2013

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**Reduce longevity payout by 50% for 2012 and 2013 – no change for longevity in 2011; 50% of longevity will be paid out in June (25%) and December (25%) of each year**

**Step increases for 2011 will remain; freeze step increases for 2012 and 2013**

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If AFSCME or non-union court and county employees within this employer receives a net gain (wages and health care benefits, longevity, or step increases), parity shall be provided to T-POAM

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**All remaining economic, non-economic, and reclassification issues shall be negotiated by way of letter of understanding by 12/31/11.**