

**Letter of Agreement
AFSCME Local 1917**

Employees in the bargaining unit as of August 24, 2009 will be supplied a uniform purchased through *Contractors Clothing Company* in Madison Heights on or after August 24, 2009 which will include the following:

Clothing Items	Quantity	Mechanics only
Uniform shirt - long sleeve	5	10
Uniform T-shirt - reflective stripe	5	10
Uniform pant	5	10
Uniform jacket - lightweight	1	1
Carhartt jacket - lightweight	1	1
Carhartt coat - winter weight	1	1
Head gear - cap	1	1
Steel-toe work boots	1	1

Uniform shirts will be printed or embroidered with the "City of Ferndale" logo and the employee's name. Caps will be printed or embroidered with the "City of Ferndale" logo. The logo will be determined by the City administration.

Beginning July 2010, employees will be granted a three-hundred dollar (\$300) line of credit each fiscal year for the purchase of any of the above-listed required items. The line-of-credit will be with a vendor selected by the City, currently *Contractors Clothing Co.*

In addition to the items listed above, employees will be allowed to purchase hooded-sweatshirts or light and/or insulated overalls, with a printed or embroidered logo, which they may wear under certain circumstances performing dirty jobs, for example, asphalt patching, sewer repairs, sweeper broom changing, and leaf-sweeping. Otherwise, employees are expected to be in their normal uniform clothing as listed above.

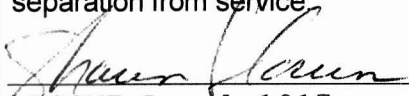
Beginning July 2010, employees will be reimbursed up to one-hundred-fifty dollars (\$150) each fiscal year for the purchase of steel-toed work boots and/or regular work boots.

Credit not utilized or reimbursements not requested during each fiscal year (July through June) will not be allowed to accumulate to a following fiscal year.

Employees are required to report for duty in neat, clean, and well-maintained uniforms, and must wear the above designated clothing throughout their work day. Steel-toed work boots must be worn in work situations where foot safety is a particular concern – as determined by City administration. Employees who report for duty wearing a uniform that is not neat, clean, and well-maintained and/or employees not wearing the above-designated clothing items will be sent home to change into the uniform - on their own time and without pay.

Employees entering service after August 24, 2009 will be required to purchase their own uniform from the City's authorized vendor, and will receive the \$300 line-of-credit and \$150 boot allowance prorated for the fiscal year.

Employees separating from service will be allowed to retain the clothing or boots they had previously ordered or purchased, but the balance of their clothing or boot allowance will be terminated immediately upon their separation from service.


AFSCME Local 1917

8-27-09
Date


City of Ferndale 8/24/09

Letter of Understanding

Letter of Agreement
between
Local 1917
and
City of Ferndale, Michigan

The language contained in the July 1, 2008 through June 30, 2011 contract indicates the following Holidays:

ARTICLE XVIII - HOLIDAY PAY AND PERSONAL BUSINESS DAYS

Section I. Holidays

- A. The Employer agrees to pay permanent employees for the following holidays not worked:
- | | | |
|---------------------|------------------|---------------------------------|
| 1. New Year's Day | 5. Christmas Day | 9. New Year's Eve |
| 2. Labor Day | 6. Good Friday | 10. Day after Thanksgiving |
| 3. Thanksgiving Day | 7. Memorial Day | 11. Geo. Washington's Birthday |
| 4. Independence Day | 8. Christmas Eve | 12. Martin Luther King, Jr. Day |

After the completion of negotiations with AFSCME Local 1917, the City subsequently agreed to a 13th holiday with the two other AFSCME bargaining units, Local 3120 and Local 998, celebrating Veterans' Day beginning with calendar 2009.

The City wishes to maintain consistency in the holiday time off between the Yard Supervisors (Local 1917) and the Yard Employees they supervise (Local 3120), and the Supervisors wish to be granted the same holiday benefit enjoyed by those employees they supervise.

Therefore, both sides agree that Veterans' Day will be added to the list of Holidays under Article XVIII, Section 1, beginning with calendar 2009.



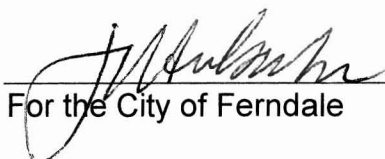
For AFSCME Local 1917

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For the City of Ferndale

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