

## RESOLUTION NO. 2022-17

### A RESOLUTION TO APPROVE A COLLECTIVE BARGAINING AGREEMENT WITH INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS CHARLOTTE LOCAL FIREFIGHTERS 5290

**WHEREAS**, the City has previously entered into a collective bargaining agreement with the International Association of Fire Fighters Charlotte Local Unit, which agreement concluded on June 30, 2022; and

**WHEREAS**, the parties to the agreement, through their respective representatives, have negotiated a successor agreement describing the terms and conditions of employment for members of the aforementioned bargaining unit; and

**WHEREAS**, the agreement includes modifications to the predecessor agreement generally described as follows:

- Article 12 - Pay for Acting Rank: Update existing language to clarify rate of pay.
- Article 15 - Call Back Time: Update existing language to clarify compensation for emergency call back when on paid leave.
- Article 17 - Court Leave: Modify existing language for clarity.
- Article 25 - Family and Medical Leave Act: Addition of article referencing federal leave protections provided under the Family Medical Leave Act.
- Article 37 - Food Allowance: Language updated to increase reimbursement by \$5 per month and modify payment schedule to quarterly.
- Article 38 - Uniforms and Equipment: Language updated to permit short sleeves year round and require coordination of uniforms for events.
- Article 39 - Retirement and Deferred Compensation: Add titles for clarification.
- Article 40 - Hospitalization and Medical Coverage: Correction of grammatical/typographical errors.
- Article 43- Health Care Savings Plan: Modify language to require participation by employees pursuant to direction from MERS.
- Article 44- (prior contract): Removed Article, provisions addressed elsewhere in contract.
- Article 46 - Discipline: Addition of a new article to provide for disciplinary actions consistent with other bargaining units.
- Article 49 - Fire Figher Safety: Addition of a new article to provide staffing rules consistent with current practice.

- Article 50 - Miscellaneous Provisions: Addition of reference to federal requirements on trade time.
- Wages: 2% increase in wages for the first year of the agreement, 3% increase in wages for the second year of the agreement, and a one-time, lump sum signing incentive of \$500.
- Duration: July 1, 2022 – June 30, 2024.

and

**WHEREAS**, entering into this agreement serves to promote harmony with the members of the bargaining unit and preserves a constructive labor environment which is a benefit to all citizens;

**NOW, THEREFORE, BE IT RESOLVED** that the Council does hereby approve the terms of the collective bargaining agreement, including the modifications generally described above, and authorizes the Mayor, City Manager, and City Clerk to execute the agreement on behalf of the City.

The foregoing resolution was presented by \_\_\_\_\_ and supported by \_\_\_\_\_ for approval. Carried with the following roll call vote; Yea ; Nay ; Absent .

#### CERTIFICATION

I, Mary LaRocque, City Clerk for the City of Charlotte, County of Eaton, State of Michigan, do hereby certify that the foregoing is a true and complete copy of a resolution duly adopted by the City Council of the City of Charlotte during its regular meeting held on July 05, 2022, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with the Open Meetings Act, being 1976 P.A. 267, and that the minutes of said meeting were kept and will be or have been made available as required by said Act.

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Mary LaRocque, City Clerk