

CITY OF ROYAL OAK

AND

**TECHNICAL, PROFESSIONAL & OFFICEWORKERS
ASSOCIATION OF MICHIGAN**

TENTATIVE AGREEMENT

May 15, 2024

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1. **Duration.** Two years, July 1, 2024 – June 30, 2026.
2. **Article 44, Pay Plan.**
 1. All classifications will receive a \$1.00 an hour increase effective July 1, 2024.
 2. Effective July 1, 2024, all classifications will receive a 4% pay raise after rolling the dollar in noted above.
 3. Effective July 1, 2025, all classifications will receive a 3% pay raise.
 4. Effective upon ratification of this agreement and as soon as practical thereafter, all members of the bargaining unit will receive a \$1000 check which reflects a lump sum payment for the additional dollar an hour noted above reflecting the adjustment to approximately January, 2024.
3. **Article 29, Sick Leave.** Effective upon ratification of the agreement, the City will agree to eliminate the second tier for the accrual of sick leave on a monthly basis and will return to eight (8) hours accruing each month for service. That Tier eliminated prospectively all language.
4. **Article 36, Section 3, Dental Insurance.** The City will review its Dental and get back to the Union and discuss – this is a citywide issue and the City agrees if improved, the dental benefits for the bargaining units in the City, TPOAM will also receive.
5. **Parental Leave.** The City is working to develop a citywide policy and will continue to discuss this issue with the Union.
6. Amend **Section 35, Bereavement.** Add, "In loco parentis." Include the aforementioned as well as possible domestic partner.

The City would also propose that if any improvements are provided to Bereavement policy on an across-the-board basis throughout the City, members of this bargaining unit would also receive this additional item.

7. **Section 38, Tuition Reimbursement.** The City is developing a citywide policy for non-public safety groups. Should it develop such a policy, it will be provided to the Union for discussion purposes and possible inclusion.

8. **Insurance.**

A. The City will continue the existing Healthcare provision for the term of the Agreement and continue to opt out of PA 128.

B. BCN option already declined, delete from contract.

9. **Personal Business Days.** Effective July 1, 2024, the City will agree to eliminate the second tier of personal business leave.

10. **Library.** Assignment Library.

The parties have agreed that individuals assigned as the "Person In Charge," by the Library Director during their absence between the hours of 5:30 pm and 8:00 pm (M-Th) and on weekends will receive an additional \$3.00 per hour premium.

This premium will also be paid during times that the Library Director is on vacation and the Director assigns a Person In Charge for those shifts.

CITY OF ROYAL OAK

TPOAM


By Dennis Van de Laar, HR Dir. 05/29/2024
Date


By 05-18-2024
Date

By _____ Date


By 5-29-24
Date