

## LETTER OF UNDERSTANDING

**WHEREAS** the City of Berkley (hereinafter the "Employer") and the Michigan Association of Public Employees (hereinafter the "Union") representing the City of Berkley Department of Public Works employees (hereinafter "Local #1021") in a Collective Bargaining Agreement covering wages, hours and other terms and conditions of employment from July 1, 2021 through and including June 30, 2024, and

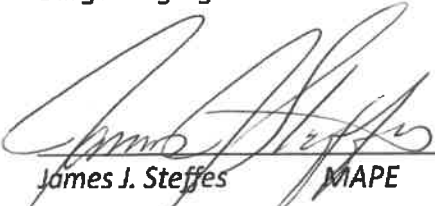
**WHEREAS** the parties wish to modify the Collective Bargaining Agreement to provide for accelerated promotional opportunities, and

**THEREFORE**, the parties agree that the City may offer promotions to employees they have deemed to qualify them for an increase in pay and responsibilities regardless of years of service as required in Appendix A, Classifications and Wages.


The parties further agree that employees retain the right to turn down the promotion or if accepted, return to the previous position if they so choose without loss of seniority within the thirty (30) day trial period. The parties agree the City retains the right to revert an employee to his/her former job classification within the thirty (30) days period in accordance with Article 8, section 8.3, without loss of seniority.


The parties agree that all other terms and conditions, Article and Sections of the existing Collective Bargaining Agreement shall remain in full force and effect through and including June 30, 2024, unless modified by the parties in writing and signed by both parties hereto.

This Agreement shall be non-precedence setting and become part of the existing Collective Bargaining Agreement.

  
James J. Steffes      MAPE

  
Shawn Young      DPW Director

  
Kenneth J. Ozanich      Local 1021

  
Matt Baumgarten      City Manager

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Adam Wozniak      Local 1021

4-6-23  
Date