

LETTER OF AGREEMENT

**HOUGHTON COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES
BOARD ON BEHALF OF CANAL VIEW HOUGHTON COUNTY**

-AND-

**THE TECHNICAL, PROFESSIONAL AND OFFICEWORKERS ASSOCIATION OF
MICHIGAN (TPOAM)**

This Agreement entered into on the dates set forth below, between the Houghton County Department of Health and Human Services Board, on behalf of Canal View Houghton County (hereinafter referred to as the Employer), and the Technical, Professional and Office Workers Association of Michigan (TPOAM) (hereinafter referred to as the Union).

WHEREAS, the unique nature of the COVID-19 pandemic requires the full time and attention of the parties for at least the remainder of calendar year 2020; and

WHEREAS, both parties desire to enter into a one year agreement to avoid the time and expense involved in negotiating a longer term agreement.

THEREFORE, the parties mutually agree to modify the following sections of the current Agreement:

1. ARTICLE 38 TERM OF AGREEMENT, paragraph (A) is modified as follows:
 - A. This Agreement shall become effective on October 1, 2020 or upon execution by the parties, whichever is later and continue in full force and effect through 11:59 p.m. September 30, 2021.

2. Effective October 1, 2020 modify ARTICLE 21 HOLIDAYS, paragraph (D) is modified as follows:
 - D. Holiday benefits do not accrue to an employee who is scheduled to work, but who is absent from duty (except for prearranged and pre-approved time off, ~~absences qualifying under the FMLA for employees with approved FMLA~~, hospital confinement/inpatient admission, an approved workers compensation event, ~~disciplinary suspension~~, bereavement/funeral leave, jury duty/military leave, ~~use of approved paid personal days, other approved leaves of absence~~) their scheduled day before or their first scheduled day after a recognized holiday, or who is scheduled to work the holiday and is absent, or fails to work all their scheduled hours.

3. Effective the first full pay period following October 1, 2020, increase the wage scales in Appendix A by 2.0%.

The parties agree that all other terms and conditions of the current Agreement and all current executed letters of understanding/agreement will remain unchanged.

LMHTT


JD

TAD

