

COLLECTIVE BARGAINING AGREEMENT

Between

MICHIGAN STATE UNIVERSITY

and

**POLICE OFFICERS ASSOCIATION OF MICHIGAN
MICHIGAN STATE UNIVERSITY
NON-SUPERVISORY DIVISION**

January 1, 2026 – December 31, 2029

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PREFACE

-1 Michigan State University and Police Officers Association of Michigan recognize their moral and legal responsibilities under federal, state, and local laws relating to fair employment practices.

-2 The University and the Union recognize the moral principles involved in the area of civil rights and have reaffirmed in their collective bargaining agreement their commitment not to discriminate because of race, religion, color, sex, age or national origin. Wherever personal pronouns are used in this agreement, it shall be understood to be gender inclusive.

AGREEMENT

-3 This Agreement is entered into this 1st day of January 2026, between Michigan State University, hereinafter referred to as the "Employer" and Police Officers Association of Michigan, hereinafter referred to as the "Union." It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationships between the parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein the basic agreement between the parties concerning rates of pay, wages, hours of employment and other conditions of employment.

ARTICLE 1: RECOGNITION OF THE UNION

A. Recognition

-4 Pursuant to and in accordance with all applicable provisions of Act No. 379 of the Public Acts of the State of Michigan of 1965 as amended, the Employer hereby grants sole and exclusive recognition to the Union for the purpose of collective bargaining for all employees covered by the bargaining unit.

B. Definition of the Bargaining Unit

-5 The Bargaining Unit consists of all regular, full-time sworn employees of the Michigan State University Police Department (Protective Services) whose positions are classified as Police Officers VII through I. All other employees in this department are excluded from recognition in this bargaining unit such as employees in positions classified as Director, Assistant Chief, Deputy Chief, Captain, Lieutenant, Sergeant, Police Recruit Trainee, Crossing Guard, Student, Clerical Personnel and full-time parking enforcement personnel.

C. Notification

-6 The Union will furnish to the Director of Employee and Labor Relations in writing within thirty (30) days of the signing of this Agreement, a list of officers of the Union and shall within thirty (30) days of any change in said list, advise the Director of Employee and Labor Relations in writing of such changes.

-7 In the event of a change in the departmental rank structure, the change will not affect the membership of the bargaining unit.

ARTICLE 2: MANAGEMENT RIGHTS

-8 The Employer and the Union expressly agree that, except as abridged by this agreement, all powers, rights, and authority of the Employer are reserved by the Employer, and that the Employer retains sole and exclusive control over any and all matters concerning the operation, management, and administration of the university, the control of its properties and the maintenance of order and efficiency of the workforce, and complete authority to exercise those rights and powers, including, by way of illustration but not by way of limitation, the exclusive right and authority:

- a. To determine the type, kind, and schedule of services to be rendered and the work to be performed by employees covered by this agreement;
- b. To make all financial decisions, including decisions concerning all accounting, bookkeeping, and other record keeping methods and procedures;
- c. To determine the number, location, or relocation of facilities, buildings, and rooms;
- d. To determine its organizational and business structure;
- e. To determine whether to discontinue work and whether to purchase services from others;
- f. To determine the necessity for work by employees;
- g. To discipline, suspend, or discharge employees for just cause;
- h. To lay off or relieve employees from duty because of lack of work, lack of funds or for other business reasons deemed appropriate by the Employer;
- i. To determine the amount and type of supervision;
- j. To determine the method and means by which work shall be performed and services provided;
- k. To have any work performed at any other location.

-9 It is further expressly agreed except as abridged by the terms of this agreement that the Employer retains sole and exclusive control over all matters pertaining to the selection, direction, instruction, and control of employees, including, by way of illustration but not by way of limitation, the right:

- a. To hire, select, make assignments for, and promote employees;
- b. To determine the number and qualifications of employees;
- c. To adopt and enforce policies, rules and regulations, including rules and regulations covering health and safety matters on university premises, in the performance of university-related activities, and at university-sponsored activities subject to the duty to bargain.
- d. To determine quality and performance standards;
- e. To determine the allocation and assignment of work to employees;
- f. To determine job content;
- g. To establish new job classifications and modify and eliminate existing classifications; and
- h. To perform all other functions inherent in the administration, management, and control of the university.

-10 The university's failure to exercise any right, prerogative, or function hereby reserved to it, or the university's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the university's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this agreement.

-11 The Employer shall have the right to amend, supplement or add to its rules and regulations during the term of this Agreement, provided however, the Employer shall notify the Union whenever possible of any such amendments, supplements or additions at least fifteen (15) days in advance of their effective date. Such rules shall be reasonable and shall relate to the proper performance of employee's duties and shall not be applied in a discriminatory manner. Any rule or regulation may be discussed under the provisions of Article 9 of this Agreement. A rule may be subject to the grievance procedure (Article 7) only when it is applied to an employee of this bargaining unit in an unreasonable or discriminatory manner.

ARTICLE 3: MANAGEMENT SECURITY

-12 The parties of this Agreement mutually recognize that the services performed by employees covered by this Agreement are services essential to the public health, safety and welfare. The Union, therefore, agrees that there shall be no interruption of these services, for any cause whatsoever, by the employees it represents, nor shall there be any concerted failure by them to report for duty, nor shall they absent themselves from their work, stop work, or abstain in whole or in part from the full, faithful and proper performance of the duties of their employment or picket the Employer's premises. The Union further agrees that there shall be no strikes, sit-downs, slowdowns, stay-ins, stoppages of work or any acts or other alterations of existing work performance patterns that interfere in any manner or to any degree with the services of the University.

-13 Any violation of the foregoing shall be made the subject of disciplinary action or discharge from employment as to employees, and/or of exercise of any legal right or remedy as to the Union, and/or cancellation of the Agreement by the Employer, subject to the provision of Article 8 of this contract.

ARTICLE 4: UNION SECURITY AND CHECKOFF

-14 The Employer will not discriminate against any employee because of membership in the Union.

-15 The Union agrees that it will not coerce or intimidate any employee regarding Union membership or activity.

A. Checkoff

-16 A bargaining unit employee may voluntarily sign an authorization for deduction of dues/fees for membership in the Union. The Union will submit authorization forms to the Employer via email. The authorization for deduction of dues/fees may be revoked by the bargaining unit member upon written notice on an authorized form sent via email to the Employer, with copy to the Union. Such revocation shall be processed within thirty (30) days.

-17 The amount of dues/fees shall be designated by written notice from the Union to the Employer. The union will provide the Employer 30 days written notice of a change in the amount of dues/fees. Such change shall become effective the month following the 30-day notice period. The Employer shall deduct the dues/fees once each month from the pay of the employees that have authorized such deductions. The Employer shall check off only obligations which come due at the time of checkoff, and will make check-off deduction only if the employee has enough pay

due to cover such obligation.

- 18 Deduction of dues/fees shall be remitted to the Union electronically via ACH transaction. In the event a refund is due an employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such employee to obtain the appropriate refund from the Union.
- 19 If an authorized deduction for an employee is not made through the Employer's error, the Employer shall make the deduction from the employee's next pay after the error has been called to the Employer's attention by the employee or Union.
- 20 The Union will protect, save harmless and indemnify the Employer from any and all claims, demands, suits and other forms of liability by reason of action taken by the Employer for the purpose of complying with this article of the agreement. The Union assumes full responsibility for the disposition of the deductions so made, once they have been sent to the union. The Employer shall not be liable to the union by reasons of the requirements of this agreement for the remittance or payment of any sum other than that constituting actual deductions made from wages earned by employees.
- 21 The Union's Check-off Authorization Form shall conform to the respective State and Federal law(s) concerning that subject, or any interpretation(s) made thereof, by case law.
- 22 All Check-Off Authorization Forms shall be filed with the Employer's Payroll Office who may return any incomplete, or incorrectly completed form to the Union's Treasurer, and no checkoff shall be made until such deficiency is corrected.
- 23 The Employer's remittance will be deemed correct if the Union does not give written notice to the Employer's Controller, within two (2) calendar weeks after a remittance is sent, of its belief, with reason(s) stated therefore that the remittance is incorrect.

ARTICLE 5: UNION BARGAINING COMMITTEE

- 24 The bargaining committee of the Union will include not more than five (5) representatives. These representatives shall be composed of three (3) Union members of the Michigan State University bargaining unit, and two (2) non-Michigan State University employee representatives. No more than two (2) representatives will be on duty during the day bargaining takes place. The Union will furnish the Employee and Labor Relations with a written list of the Union's bargaining committee, and any alternates, prior to the first bargaining meeting, and substitution changes thereto, if necessary.
- 25 Employee members of the Union bargaining unit will be paid for the time spent in negotiations with the Employer, including one-half (1/2) hour prior to and one-half (1/2) hour after the bargaining meeting is over, but only for straight time hours they would otherwise have worked, had they worked their regularly scheduled shift. If the employee is scheduled to work on the day of a regularly scheduled bargaining session, the employee will be credited with the number of hours spent in bargaining as time worked during this tour of duty of that day. The time of the hours to be worked to complete their normal tour of duty for that day will be determined by the employee's shift supervisor.
- 26 Any member of the bargaining committee who is unable to obtain sufficient sleep between scheduled duty time due to negotiating, may request of the shift supervisor to be excused from the shift, until sufficient sleep can be acquired at which time the employee may be rescheduled to make up the time lost.

ARTICLE 6: PROBATIONARY PERIOD

-27 When a new employee is hired in the unit, they shall be considered as a probationary employee for the first twelve (12) months of their continuous, regular, full-time employment as a sworn police officer. The probationary period may be extended by written notice to the employee in cases where the regular probationary period was interrupted by medical leave or any injury restricting regular duty of the employee. The period of extension shall equal the period of the intervening impairment. In no event shall the extension exceed a period of six (6) months. If any extension of probation occurs under this section, it should not result in the delay of wage increments or other contract benefits. The Union shall represent probationary employees for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment, except no matter concerning the discipline, layoff, or termination of a probationary employee shall be subject to the grievance and arbitration procedures. For the first six (6) months of the probationary period, assignment to overtime events for eligible employees shall be with the sole discretion of the Chief or their designee.

ARTICLE 7: GRIEVANCE PROCEDURE

-28 Any employee having a dispute over the interpretation or application of the terms of this agreement, shall present it to the Employer as follows:

A. Step I

-29 If any employee believes they have a problem in connection with their employment, they shall discuss it with their immediate supervisor and/or other appropriate superior within five (5) working days after the date the facts have occurred or should have reasonably been known to occur.

B. Step II

-30 If the problem is not resolved by the immediate supervisor, the shift coordinator or an officer of the Union must reduce the grievance to writing on the official grievance form used by the Union and present it to the Unit Administrator of the Michigan State University Police Department (referred to as Police Chief for the remainder of this Agreement) or their designee within five (5) working days after its alleged occurrence or oral discussion in order to be a proper matter for the grievance procedure. A grievance shall be defined as a written dispute concerning the interpretation, application, and alleged violation of any of the terms of this agreement. The grievance shall be dated and signed by the aggrieved employee and their shift coordinator or an officer of the Union and shall set forth the facts including dates and provisions of the agreement that are alleged to have been violated and the remedy desired. The grievance shall not be considered submitted until the Police Chief or their designee receives the written grievance. At the time it is received, it shall be dated and a copy returned to the aggrieved employee. A meeting will be scheduled between the Police Chief or their designee to discuss the grievance within five (5) working days from the day the written grievance was received.

-31 A grievance may be withdrawn without prejudice, and, if so withdrawn, all financial liabilities shall be canceled. If the grievance is reinstated, the financial liability shall date only from the date of reinstatement. If the grievance is not reinstated within three (3) months from the date of withdrawal, the grievance shall not be reinstated. Where one or more grievances involve a similar issue, those grievances may be withdrawn without prejudice pending the disposition of the appeal of a representative case. In such event the withdrawal without prejudice will not affect financial liability.

-32 Unless the grievance is withdrawn as provided above, the Police Chief or their designee will then answer the grievance in writing within five (5) working days from the meeting at which

the grievance was discussed.

- 33 If the Employer requests that the aggrieved employee be present in any step or step of the grievance procedure, they will be required to do so.

C. Step III

- 34 If the answer from the Police Chief or their designee is not satisfactory, the local division president or their designee shall submit their appeal within five (5) working days of the receipt of the Step II answer to the Director of Employee and Labor Relations or their representative indicating the reasons why the written answer of the Police Chief or their designee was unsatisfactory. A meeting between no more than three (3) representatives of the Union and three (3) representatives of the Employer will be scheduled within five (5) working days from the date the appeal is received by the Employee and Labor Relations to discuss the grievance. The Director of Employee and Labor Relations or their representative will then answer the grievance in writing within ten (10) working days from the date of the meeting at which the grievance was discussed.
- 35 The Union representatives may meet, if on the Employer's property at a place designated by the Employer, for at least one-half (1/2) hour preceding the meeting with the representatives of the Employer for which a written request had been made.
- 36 The local division President or their representative shall be allowed time off their job without loss of pay to investigate a grievance they are to discuss or has discussed with the Employer, upon having received permission from their supervisor to do so. The supervisor will normally grant permission and provide sufficient time to the local division President or their representative to leave their work for these purposes subject to necessary emergency exceptions. The privilege of the local division President leaving their work during working hours without loss of time or pay is subject to the understanding that the time will be devoted to the proper handling of the grievances and will not be abused; and the local division President or their representative will perform their regularly assigned work at all times except when necessary to leave their work to handle grievances as provided herein. Any alleged abuse by either party will be a proper subject for a Special Meeting.

D. Step IV

- 37 If Employee and Labor Relations' answer was unacceptable, settlement may be determined by decision of an arbitrator selected by the parties. The Union President will notify Employee and Labor Relations indicating why Employee and Labor Relations' answer was not satisfactory. In the event the Union and the Employee and Labor Relations do not agree on an arbitrator within seven (7) working days, the Union shall file a demand for arbitration with the American Arbitration Association within five (5) working days of failing to mutually agree on an arbitrator who shall select an arbitrator and the arbitrator shall establish a mutually acceptable hearing date. The fees and approved expenses of an arbitrator will be paid by the parties equally. The rules of AAA apply to all arbitration hearings.
- 38 The arbitrator shall have no power to add to or subtract from or modify any of the terms of this agreement nor shall they substitute their discretion for that of the Employer or the Union where such discretion has been retained by the Employer or the Union nor shall they exercise any responsibility or function of the Employer or the Union.
- 39 Finality of Decisions - There shall be no appeal from the arbitrator's decision. Such decision shall be final and binding upon the Union and its members, the employee or the employees involved and the Employer.

E. Time Limits

- 40 When reference to working days is made, only weekdays, Monday through Friday will be considered. Saturday, Sunday and holidays shall not be considered in these time periods. Time limits set forth in this grievance procedure shall be strictly adhered to unless time shall be extended by mutual written agreement of the parties. If the Union requests an extension of the time limits in writing, the Employer will not unreasonably deny such a request.
- 41 If the Employer fails to schedule a meeting or answer the grievance within the designated time limits, the grievance may be appealed to the next step of this grievance procedure within five (5) working days of the date of the expiration of the applicable time limit.
- 42 If a grievance is not appealed within the applicable time limits after
- a. receipt of the previous step answer,
 - b. failure to schedule a meeting, or
 - c. failure to answer the grievance,
- the grievance shall be considered settled on the basis of the Employer's last answer and not be subject to further review.

ARTICLE 8: DISCHARGE AND DISCIPLINE

- 43 Discipline is primarily the responsibility of the Police Chief or designee and is intended to be a positive or developmental rather than a negative or punishing procedure.
- 44 The levels of discipline that the Employer may utilize include: written reprimand, suspension without pay or dismissal.
- 45 In the event of disciplinary action, the employee involved shall be provided, by the Employer at the time of the discipline, a complete written statement of the charges against him/her, with a brief and concise statement of why this action is being taken. The Union shall be provided with a copy of the discipline in a timely fashion.
- 46 The employee shall have the opportunity to meet with the Union representative and/or Union Attorney at the time they receive notice of disciplinary action and the Union representative and/or Union Attorney shall be present if so requested by the employee at the time of the disciplinary action. Only one representative shall serve as a spokesperson during the proceedings.
- 47 Should the employee feel that such discipline or discharge is unjust, they may have the option of pursuing the challenge to the discipline through the utilization of the Grievance Procedure in accordance with Step III and IV set forth in Article 7.
- 48 Whenever a criminal charge or charges are preferred by a warrant against an employee, it shall be the prerogative of the Employer to suspend the employee without prejudice and without pay until the charges, if any, within the criminal justice system are concluded.
- a. While it is considered that an employee who is charged in the criminal justice system with violation of a criminal act should be suspended without pay until final determination of the case, an exception may be made if the Police Chief or their designee shall conclude that the charge appears flimsy and fanciful with strong probability of innocence, in which event they will authorize alteration in suspension to one with pay.
 - b. Subject to sub-section (c) below, acquittal of criminal charges entitles the employee to back pay at regular rate for the time of their suspension without pay minus any

compensation derived from the Employer (for example, but not limited to unemployment insurance payments) and any compensation derived from other sources during time periods which would have been occupied by scheduled employment with the Employer had the employee not been suspended or dismissed.

- c. Notwithstanding the above, the Employer reserves the right to investigate and take action including suspension pending investigation, reprimand, suspension or termination for a policy violation which may involve the same circumstance or set of facts subject to the terms of the agreement.

-49 Disciplinary actions shall remain in the employee's Official Personnel Folder(s) for a period of up to twenty-four (24) months previously or, six (6) years previously in cases of discipline arising from violations of the university policy on relationship violence and sexual misconduct and/or the anti-discrimination policy.

ARTICLE 9: SPECIAL MEETINGS

-50 The Employer and the Union agree to meet and confer on matters of clarification of the terms of this Agreement upon the written request of either party. The written request shall be made in advance and shall include an agenda stating the nature of the matters to be discussed and the reason(s) for requesting the meeting. Discussion shall be limited to matters set forth in the agenda, but it is understood that these special meetings shall not be for the purpose of conducting continuing collective bargaining negotiations, nor to in any way modify, add to, or detract from the provisions of this Agreement. Special meetings shall be held within ten (10) calendar days of the receipt of the written request and shall be held between 8 a.m. and 5 p.m. at a time and place which is mutually agreeable to the parties. Each party shall be represented by not more than four (4) persons at special meetings.

-51 The Union representatives may meet, if on the Employer's property at a place designated by the Employer, for a period not to exceed one-half (1/2) hour immediately preceding a meeting for which a written request has been made.

-52 Employee representatives of the Union at special meetings will be paid by the Employer for time spent in special meetings, but only for the straight time hours they would otherwise have worked on their regular work schedule.

ARTICLE 10: SENIORITY

A. Definitions

-53 University Seniority - Length of continuous employment starting with original date of hire with the Employer, including periods of authorized leaves of absence and layoffs consistent with other articles of this Agreement. This date shall be used for benefit purposes.

-54 Unit Seniority - Total length of employment from date sworn as a Police Officer in the bargaining unit. The following process shall be used to break ties which occur prospectively thereafter as additional employees are added to the seniority list: the last digit of the ZPID number shall be used to break such ties, with preference going to the employee with the lowest number (0-9). If the last digits are the same, the second to last digit shall be used and so on moving inward as necessary until the numbers differ.

B. Seniority Lists

-55 Management shall maintain a roster of employees, arranged according to unit seniority, showing name, and seniority date, and shall furnish a copy to the Union in March of each year or when otherwise reasonably requested.

ARTICLE 11: LAYOFF AND RECALL

A. Definition

- 56 Layoff shall mean the separation of employees from the active workforce due to lack of work or funds or to abolition of positions because of changes in organization.

B. Order of Layoff

- 57 No permanent or probationary employee shall be laid off from their position in the Michigan State University Police Department while any seasonal, temporary or provisional employees are serving in the same position class in that Department.
- 58 Except as provided below, the layoff of probationary or permanent employees in the Michigan State University Police Department shall be in inverse order of bargaining unit seniority.

C. Notice of Layoff

- 59 Employees to be laid off shall be given at least twenty-one calendar days prior notice.

D. Preferred Eligibility Lists

- 60 Employees laid off shall have their names placed on preferred eligible lists in order of bargaining unit seniority.
- 61 An employee who is laid off will have their name remain on the list for a period of time equal to their bargaining unit seniority at the time of their layoff or two (2) years whichever is lesser. Employees shall be recalled from layoff in the Michigan State University Police Department before any other persons are selected for employment in those classes.

E. Recall from Layoff

- 62 Employees to be recalled from layoff shall be given a minimum of ten (10) calendar days to respond after notice has been sent by certified mail to their last known address.
- 63 Employees who decline recall or who in absence of extenuating circumstances, fail to respond as directed within the times allowed, shall be presumed to have resigned and their names shall be removed from bargaining unit seniority and preferred eligibility lists.

F. Other Provisions

- 64 Employment by the Michigan State University Police Department of temporary, auxiliary, or reserve personnel shall be limited to duties normally performed by students, and may only be supplemental to, and shall not replace members of the bargaining unit.

ARTICLE 12: LOSS OF SENIORITY

- 65 An employee shall lose their status as an employee and their University and unit seniority if:
- a. They resign or quit.
 - b. They are discharged or terminated and not reinstated.
 - c. They retire.
 - d. They do not return to work from layoff within ten (10) calendar days after being notified to return by certified mail addressed to the employee at their last address filed with MSU Human Resources. An employee who changes addresses must notify the Employer of the change.

- e. They have been on layoff for a period of time equal to their unit seniority at the time of their layoff or two (2) years, whichever is lesser.
- f. They are absent from work, including the failure to return to work at the expiration of a leave of absence, vacation, or disciplinary layoff, for three (3) consecutive working days without notifying the Employer, except when the failure to notify and work is due to circumstances beyond the control of the employee.

ARTICLE 13: ASSIGNMENTS AND RELATED COMPENSATION

A. Making Assignments

-66 When the Department is anticipating a transfer or a special assignment change, the department will announce the intent and internally post all assignments with the number of assignments available, the anticipated start date of each assignment and allow for members to apply for the assignment. This posting will be posted for a minimum of fifteen (15) days to allow employees to apply.

Employees interested in being considered for assignment or transfer will follow the department's posting and selection process.

Once the posted assignments are filled, the process shall be considered complete. Any future transfers or special assignment changes shall be subject to the above-outlined selection process.

-67 When the department seeks to establish an eligibility list for promotion to sergeant, the department will post notice a minimum of fifteen (15) days prior to testing.

B. Specialist Positions

-68 Employees who are placed in assignments outside of the Patrol Division shall receive a temporary supplement to their base salary in the amount of \$2,000 per year for the duration of their specialist assignment. This does not include Uniform Patrol officers temporarily assigned to alternative assignments due to light duty.

C. Field Training Officers

-69 Field Training Officers will receive three (3) hours of pay at time and one-half the straight hourly rate for each Daily Observation Report the FTO completes.

D. Shift Differential

-70 Officers shall receive a temporary supplement to their annual base salary in the amount of \$2,080 during the period they are assigned to a midnight shift for a shift cycle. The shift differential does not apply to an Employee that works individual midnight shifts while assigned to a day shift cycle.

E. Officer-in-Charge

- 71 An Officer designated as the "Officer in Charge" will be compensated for the time spent in this capacity at their regular rate of pay as well as an additional rate as outlined in the following chart:

<u>Time spent as "Officer-in-Charge"</u>	<u>Additional Rate</u>
Less than two hours	None
2-4 hours	One-half (1/2) hour at the rate of time and one-half (1 ½) the officer's regular rate of pay
More than 4 hours	One (1) hour at the rate of time and one-half (1 ½) the officer's regular rate of pay.

ARTICLE 14: SCHEDULING

A. Definition

- 72 Because Police Officers are required to work regardless of calendar weekends, i.e., Saturdays and Sundays, the Employer schedules days off in lieu thereof and refers to those days as "Pass Days."

B. Schedule

- 73 Twelve-Hour Shifts

- a. Normal Work Cycle - A normal work cycle for regular full-time Police Officers, not including officers with an active K-9, shall consist of three (3) consecutive twenty-eight (28) day cycles. During two of these consecutive twenty-eight (28) day cycles, an employee will be required to work thirteen (13), twelve (12) hour days with fifteen (15) days as designated pass days. The remaining twenty-eight (28) day cycle, the employee will be required to work fourteen (14) days, with fourteen (14) days as designated pass days.

The cycle whereas the employee will work 14 days instead of 13 days, will be the right of management to determine. An officer will only be required to work one (1) cycle of 14 days in a three (3) twenty-eight (28) day cycle.

Officers assigned to the K-9 unit who require two (2) training days during each twenty-eight (28) day cycle, will be required to work twelve (12) shifts consisting of twelve (12) continuous hours, and two (2) shifts of eight (8) continuous hours. The two (2) designated eight (8) hour shifts are for training purposes. There will be no less than two pass days granted consecutively unless requested by the employee and approved by the Employer.

- b. Normal Work Day - A normal work day for regular full-time employees shall be twelve (12) hours, unless regularly scheduled otherwise, not including meal period.
- c. Hours Worked – The starting and quitting times of twelve (12) hour shifts will be:

Days: 0600 to 1800

Midnights: 1800 to 0600

-74 Ten-Hour Shifts

- a. Normal Work Cycle - A normal work cycle for regular full-time police officers, shall include four ten-hour shifts, scheduled Monday through Friday, per work week.
- b. Normal Work Day - A normal work day for regular full-time employees shall be ten (10) hours, unless regularly scheduled otherwise, not including meal period.
- c. Hours Worked – The starting and quitting times of ten (10) hour shifts will generally be between 0700 to 1900.

-75 Eight-Hour Shifts

- a. Normal Work Cycle - A normal work cycle for regular full-time police officers, shall include five eight-hour shifts, scheduled Monday through Friday, per work week.
- b. Normal Work Day - A normal work day for regular full-time employees shall be eight (8) hours, unless regularly scheduled otherwise, not including meal period.
- c. Hours Worked – The starting and quitting times of eight (8) hour shifts will generally be between 0700 to 1700.

-76 Training Days – Training days are normally scheduled on an eight (8) hour day basis. Both parties recognize that an employee may need to finish their duty day after their eight-hour training ends. (This will most likely occur when training is scheduled at MSUPD.) If an employee is scheduled for a training day, the employee may be allowed, upon management approval, to offset the time lost by:

- a. Using accumulated time such as comp time, vacation, personal, exclusive of sick leave, for each of the scheduled training days, or:
- b. For those working 12-hour shifts, use one (1) less leave day for the work cycle if training consists of three (3) or 8-hour days in a 28-day cycle.
- c. Employees who are active members of the k-9 unit will work twelve (12) shifts of twelve (12) hours and two (2) training days of eight (8) hours during a twenty-eight (28) day work cycle.

-77 Both parties understand that this does not limit or change the rights of management to establish starting and quitting times and work schedules.

-78 The use of Pass Days, pursuant to Paragraphs 73, 74, and 75, may be requested and may be taken subject to management direction or approval.

-79 Overtime and call-back time shall be authorized by management. A regular scheduled shift shall be posted once each month to determine the normal workday for every member of the bargaining unit.

C. Special Events

-80 Special Event Coverage – there may be times when management will supplement special event positions with officers working on shift. This arrangement will be at the discretion of management.

-81 Special Event Scheduling Exemption

Generally speaking, only the following circumstances shall relieve an officer from the special event assignment process:

- a. If an officer, working a twelve-hour shift, has been granted leave, and the officer has used three (3) paid leave days (other than sick) and the total consecutive days off is either eight (8) or greater.

- b. If an officer, working a ten-hour shift, has been granted leave, and the officer has used three (3) paid leave days (other than sick) and the total consecutive days off is either six (6) or greater.
- c. If an officer, working an eight-hour shift, has been granted leave, and the officer has used three (3) paid leave days (other than sick) and the total consecutive days off is either five (5) or greater.

D. Schedule Deviation

-82 For patrol personnel excepting investigative and task force personnel, if there is a deviation from the normal work scheduled, including date and/or time of day, a five (5) days' notice shall be given. If a five (5) days' notice is not given, those hours worked outside of the posted schedule shall be paid at the rate of time and one-half. A schedule deviation within the five (5) day window that is mutually agreed upon by the employee and management shall be allowed without additional compensation.

E. Changing

-83 Employees covered hereby, may change a pass day after the schedule has been posted, if they receive permission from a Division Supervisor.

F. Trading Shifts

-84 Employees of the bargaining unit may trade shifts with another employee, subject to the approval of management, providing the change does not cause the payment of overtime. Management approval shall not be unreasonably withheld. Notice of the requested trade must be submitted by the affected employees at least 28 days in advance of the effective date of the shift period affected by the trade. The duration of the trade will be for the entire shift period. Disputes arising under this provision shall be reduced to a grievance beginning at Step 2 of the grievance procedure. If a Step 3 meeting is thereafter required, Employee and Labor Relations will respond to the grievance at this meeting. The Union will decide whether to arbitrate the dispute and the parties will select the arbitrator the same day. The dispute shall be submitted to immediate expedited binding arbitration with a bench decision being rendered by the arbitrator the same day of the arbitration hearing.

-85 An employee may either use accrued vacation, personal or compensatory time or to flex the start and end time of subsequent shift to accommodate requirement that an officer have an uninterrupted eight hours off-duty if previous shift exceeded eighteen hours.

ARTICLE 15: VACATION LEAVE

-86 Employees will accumulate vacation at the end of each month based on employee's length of continuous full-time employment as shown in the following schedule.

Vacation Service Months	Accrual	Annual Accrual	Maximum Accrual
Completion of 6 months	48 hours		
7 th month through 60 th month	8 hours per month	96 hours	120 hours
61 st month through 120 th month	12 hours per month	144 hours	180 hours
121 st month	16 hours per month	192 hours	240 hours

New employees must complete six (6) months of service prior to utilization of leave accrual.

-87 Vacation will not accrue during an approved leave of absence without pay, while on regular Workers' Compensation, during an extended military leave of absence, in excess of the Maximum

Accrual, nor while on layoff.

- 88 An employee's vacation pay will be based on their base rate of pay.
- 89 If a University designated holiday falls within an employee's vacation, the employee will be paid for the holiday and will not be charged for vacation that day. When an employee terminates, they shall be paid for any unused vacation, but shall not be paid for a University designated holiday except those which may fall within the terminal vacation period directly prior to University Retirement.
- 90 An approved leave of absence for military service will not be counted as a break in the employee's service record when determining their vacation allowance under the progressive vacation plan. All other leaves of absence will be considered a break in an employee's service record in determining vacation allowances.
- 91 Vacation leaves shall be granted to employees covered hereby, by management of the Department and such vacations will be granted at such times as they least interfere with the efficient operation of the department. Vacation requests must be made by February 28 preceding the period required. Officers are granted vacation in accordance with a first come, first serve basis.
- 92 If any employee experiences illness or accident during their vacation and is hospitalized or presents a physician's statement satisfactory to the Employer that they were under the care of a physician, they may submit an amended Report of Absence charging the vacation credits to their sick leave account.

ARTICLE 16: PERSONAL LEAVE TIME

- 93 Personal leave time, with pay, shall be granted annually to each full-time, regular employee on the payroll as of July 1, for the purpose of attending to, of caring for, personal matters during the course of the fiscal year commencing on such date. Effective July 1 of each year employees will accumulate personal leave time in a lump sum with proration for those not employed as of July 1 according to the following schedule:

<u>On the Payroll</u>	<u>Full-time</u>
July 1 - December 31	24
January 1 - March 31	12
April 1 - May 31	6
June 1 - June 30	0

- 94 Personal leave time credited to each full-time, continuous employee shall be utilized and charged to that employee in increments of not less than one (1) full hour. The employee shall obtain the approval of their Supervisor prior to utilizing any portion of accrued personal leave time.
- 95 No carry-over of unused personal leave time from one fiscal year to another shall be allowed.

ARTICLE 17: PERSONAL OBSERVANCE LEAVE

- a. The University will provide two personal observance days (totaling 16 hours) each calendar year to acknowledge the variety of religious, cultural, and personal observances.
- b. Eligibility begins on date of active regular employment of half-time or more.

- c. The personal observance time allotment will be renewed annually on January 1.
- d. Any personal observance time remaining at the end of the calendar year will be forfeited and may not be carried forward to the next calendar year.
- e. No payment will be made for unused personal observance time upon termination.
- f. Employees who are hired as, rehired as, or change to regular status of half-time or more during the calendar year will be credited with personal observance hours as follows:

Date hired or changed to regular status	Full-time employee annual allotment
January 1 – June 30	16 Hours
July 1 – September 30	8 Hours
October 1 – November 30	4 Hours
December 1 – December 31	0

- g. Personal observance time may be used in one-hour or six-minute increments.
- h. Usage of personal observance time shall be requested in advance and subject to supervisor approval. Such requests will not be unreasonably denied.
- i. For the purposes of computing overtime pay, personal observance time paid will not be considered time worked. A maximum of eight (8) hours' pay may be made for each day of personal observance time used, except where an employee works an alternate schedule.
- j. Personal observance time paid to an employee shall be paid at the base rate of pay and shall not include shift premium or other premium payment.
- k. The Employee may use all personal observance time before commencing a leave of absence without pay.
- l. Personal observance time may be used to supplement Workers' Compensation.
- m. Personal Observance Days (hours) may not be used to provide payment for absence due to disciplinary suspensions.

ARTICLE 18: OVERTIME

A. Overtime

-96 Hours worked by employees covered hereby for purposes as determined by management in excess of the normal tour of duty shall be compensated as described in Sections B and C below.

B. Time and one-half the straight hourly rate

-97 Any extension of the employee's normal work day shall be compensated at the one-and-one-half rate. Examples of such work include, but are not limited to, complaint investigations, follow-up investigations, etc.

-98 All hours worked during an emergency situation as declared by the director or their designee. (example: riots, demonstrations, on and off campus; tornadoes and tornado warnings; power failures; snowstorms; floods, or any other declared emergency.)

- a. In those situations where an employee is called back and where they have not been notified in advance and the call-back is not continuous with their regular work period,

the employee shall receive not less than three (3) hours pay at the time and one-half rate.

- b. In those situations where an employee is required by the Employer to remain at the university because of an emergency situation, the employee shall receive time and one-half compensation for the time they are required to remain at the university.

- 99 Employees who are called into duty as the result of their status as a member of a specialized unit, (i.e. crime scene investigator, accident investigator, special response team, emergency manager, hostage negotiator, etc.), where an immediate off-duty response is required, and where they have not been notified in advance and the call-back is not continuous with their regular work period shall receive not less than three (3) hours pay at the time and one-half rate.
- 100 Routinely scheduled events such as Officers' meetings, qualification shoots, training sessions and other Special Events such as football, basketball, registrations, etc., shall be compensated for at the rate of time and one-half for only the actual time the officer is required to be in attendance or work.
- 101 Those individuals designated by the department to instruct in recruit schools or other duly authorized training sessions, while off duty, shall be compensated at the rate of time and one-half for only the actual time they are scheduled to instruct, unless reimbursement is provided to the individual by the training agency.
- 102 Officers subpoenaed or directed into court including Probate Court and official hearings, during off-duty hours shall be compensated at the rate of time and one-half their regular hourly rate for the time they actually spend in court. Officers scheduled for their regular shift and slated to appear within twelve (12) hours before or after their shift is due to terminate, shall receive a three (3) hour minimum overtime guarantee; all other officers shall receive a two (2) hour minimum overtime guarantee. Where witness fees are provided, such fees shall be submitted to the Employer.
- 103 Officers scheduled to work overtime shall be given a minimum four (4) hours notification if the overtime event is to be canceled. If less than four (4) hours notice is given, the Officer shall be paid one (1) hour at the rate of time and one-half. Notice will be considered given with verification that the department attempted to call to give the four (4) hours notice.

C. Time and One-Half Compensatory Time Rate or Time and One-half Straight Hourly Rate

- 104 All hours worked due to call-back immediately preceding the employee's normal work day for only such time actually worked.
- 105 Employees who are required to obtain complaints and warrants and validate complaints while off duty shall be compensated at the rate of time and one-half for a minimum of two (2) hours. Note Paragraph -97. However, in those instances where an officer is required to obtain complaints and warrants and validate complaints immediately preceding or following their tour of duty, they shall be compensated at the rate of time and one-half for only the actual time worked.
- 106 Officers may request time and one-half compensatory time in lieu of time and one-half pay for overtime hours worked as listed under Section B. These requests must be made through the Chief or their designee and are subject to the Chief's or designee's approval.

D. Approval of Overtime

- 107 All overtime shall be authorized by the shift supervisor who is in charge of the department during the period of time when the overtime is actually worked or the individual officer's immediate supervisor, except under those conditions as described in this Article, Paragraph -97.
- 108 The individual officer's immediate supervisor shall have the responsibility of communicating the overtime authorized to the shift supervisor who is in charge of the department

during the period when the overtime is actually worked.

E. Pyramiding

- 109 Payment for overtime, call-back time, and court appearances (Paragraph 102) shall not be duplicated for the same hours worked as heretofore provided.

ARTICLE 19: HOLIDAYS / WINTER BREAK / SPECIAL PASS DAYS

A. Holidays

- 110 The following holidays (special pass days) are designated by the Employer as: New Year's Day, Dr. Martin Luther King, Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Day, the day before or after Christmas Day, and the day before or after New Year's Day which are considered separately each year.
- 111 Whenever one of these holidays falls on a Saturday and the employee does not work on this day or on a scheduled day off in the employee's work week and no other day is observed as a holiday by the Employer, the employee will receive an additional day off with pay, the time to be arranged with management. Whenever one of the above holidays falls on Sunday, the following Monday shall be observed as the designated holiday, except for the day before or after Christmas Day and the day before or after New Year's which shall be considered separately each year.
- 112 There will be no holiday pay when:
- a. An employee is absent on the working day immediately preceding or immediately following the holiday, unless their absence is excused.
 - b. The employee is on leave of absence without pay, on layoff, or Regular Workers' Compensation.
 - c. A holiday falls during a vacation period preceding termination (except when an employee is retiring).
- 113 If the employee works on a University designated holiday as set forth in paragraph 110, they shall be paid double time for all hours worked.
- 114 When a University designated holiday falls on a Monday or Friday, employees not scheduled to work that holiday shall also be scheduled off for the weekend which immediately precedes or follows the holiday itself to the extent practicable as determined by the Shift Commander.
- 115 An employee who is on vacation or sickness and disability leave with pay when a holiday occurs will be paid for the holiday and no charge will be made against accrued vacation or sick leave credits.
- 116

B. Winter Break

- a. The University observes an annual three-day winter break between the Christmas and New Year holidays. Dates each calendar year will be based on University calendars.
- b. A winter break day will be compensated as a holiday described above.
- c. These days will be treated as working hours when calculating over 40 hours for overtime eligibility, according to eligibility guidelines under Article 18 of the parties' collective bargaining agreement.

ARTICLE 20: LONGEVITY PAY

- 117 All regular full-time employees of the Employer shall be entitled to receive longevity pay for length of continuous service with the Employer according to the following rules and schedule of payment.
- 118 Longevity Year - The longevity year is defined as the twelve-month period beginning October 1 of each year and ending September 30. For longevity payment purposes only, a year of continuous full-time service is defined as any longevity year in which the employee is actively employed for at least 39 calendar weeks (273 calendar days).
- 119 Longevity pay shall be computed as a percentage of the employee's annual base rate of pay, but not to exceed the schedule. Base rate of pay shall be that rate which an employee is being paid on September 1 prior to payment. If an employee is not on the payroll as of September 1, the rate to be used will be the rate upon their return. Base rate of pay shall not include overtime or premium pay.
- 120 Initial Eligibility - The last date of hire as a full-time employee will be used as the normal longevity date. To qualify for the first longevity payment, an employee must have completed six years of full-time continuous service as of October 1 of any year. To qualify for initial eligibility, the employee must have been on active full-time employment for a least 39 calendar week (273 calendar days) for six consecutive years and an employee on October 1. Periods of active full-time employment of less than 39 calendar weeks will be counted toward the employee's years of continuous service.
- 121 Continuing Eligibility - After establishing initial eligibility employees must be actively employed full-time for 39 calendar weeks (273 calendar days) during the longevity year and an employee as of October 1 to receive the longevity payment on December 1. Periods of active employment of less than 39 calendar weeks, while not qualifying the employee for payment of longevity, shall be counted toward the employee's years of continuous service.
- 122 Payments to employees who are eligible each October 1 will be paid on December 1. No longevity payment as shown in the schedule following shall be made for that portion of an employee's regular wage which is in excess of \$9,500.
- 123 Longevity Pay Schedule:

<u>Continuous Service</u>	<u>Annual Percentage</u>
6 or more and less than 10 years	2% of annual wage
10 or more and less than 14 years	3% of annual wage
14 or more and less than 18 years	4% of annual wage
18 or more and less than 22 years	5% of annual wage
22 or more and less than 26 years	6% of annual wage
26 or more years	8% of annual wage

ARTICLE 21: HEALTH-DENTAL CARE COVERAGE

A. Coverage and Eligibility

- 124 The Union waives its right to bargain over changes or amendments in health care, prescription drug and dental benefit coverage and/or eligibility criteria to bargaining unit employees for the life of this Agreement provided:

Any health care, prescription drug and dental benefit coverage and/or eligibility criteria for bargaining unit employees mirrors the coverage and/or eligibility criteria offered to other bargaining units under the 2026 Memorandum of Understanding between Michigan State University and the MSU Coalition of Labor Organizations (MSU/Coalition Memorandum) until

such time as a new agreement is reached either with the JHCC or individual bargaining with the Union or as otherwise permitted by law except where provided herein.

B. Changes in Benefits Programs

- 125 The health care coverage and eligibility described in the Letter of Agreement is subject to changes made through agreements between the CLO/JHCC and the University. The University shall provide at least two (2) weeks' notice to the Union of any change in the health care plans.

C. Additional Plan Offering

- 126 The University will offer bargaining unit members a Consumer-Driven Health Plan "CDHP" option paired with a Health Savings Account "HSA". In addition to voluntary Employee contributions, the HSA will include an annual Employer contribution of \$750.00 (to be prorated based on full-time status).

D. Employee Premium Contribution

- a. Employee premium contributions will be made through payroll deduction where available funds exist. Employees with insufficient funds available for payroll deduction are responsible for paying remaining balance to the Employer per defined University procedures.
 - b. The Employee's contribution toward the cost of the HMO medical plan equals fourteen (14%) percent of the applicable illustrative rate.
 - c. The Employee's contribution toward the cost of the buy-up PPO plan will include the contribution plus additional costs of the plan.
 - d. The Employee's contribution toward the cost of the CDHP plan equals seven (7%) percent of the illustrative premium.
- 127 If coverage is desired, newly hired regular employees may enroll for health insurance coverage within thirty (30) days of their employment date. Upon the establishment of eligibility and enrollment for the health care coverage selected by the employee, the Employer will contribute toward the monthly premium costs as outlined in the MSU Coalition Memorandum.
- 128 Regular full-time employees are provided a dental program.

ARTICLE 22: EMPLOYEE PAID LIFE PLAN

- 129 If coverage is desired, the University will make available to regular employees a group life plan. The plan is entirely funded from employee premiums, and rates are subject to future group experience. The coverage has no cash or loan value.
- 130 Participation in the plan is optional. However, if enrollment does not take place within thirty (30) days of employment, the employee forfeits the right to participate at a later time without submitting satisfactory evidence of insurability.

ARTICLE 23: SICK LEAVE

- 131 Full-time employees accrue leave credits at the rate of four (4) hours for each two (2) weeks of service. Employees may use sick leave after they have completed their first month of service. Maximum accrual is 1,400 hours.
- 132 Sick leave shall be available for use by employees for the following purposes:

- a. Acute personal illness or incapacity over which the employee has no reasonable control.
 - b. Absence from work because of exposure to contagious disease which, according to public health standards, would constitute a danger to the health of others by the employee's attendance at work. Should any employee of the bargaining unit be quarantined because of exposure to contagious disease during the course of their employment, they shall not lose sick leave.
 - c. Medical and dental care to the extent of time required to complete such appointments when it is not possible to arrange such appointments for non-duty hours.
 - d. In accordance with applicable State and Federal regulations.
- 133 All employees shall accumulate sick leave from the date they are hired.
- 134 A regular full-time employee with ninety (90) days of continuous service who suffers injury compensable under the Workers' Compensation Act shall continue to receive their regular rate for time lost during the first seven (7) days not covered by the Workers' Compensation Act provided they follow the instructions of the physician designated by the University Physician, and provided they return to work not later than the time recommended by the physician designated by the University Physician. Following the first seven (7) days, such employee shall be paid the difference between their regular wages and payment received under provisions of the Act, to be deducted from accumulated sick leave until their sick leave is exhausted. Should an employee recover sufficiently to return to work, the University will attempt to reassign the employee a job based upon their work abilities, experience and qualifications.
- 135 Employees who have exhausted their sick leave credit and are still unable to return to work may, as an option, continue to receive their pay by using their accrued vacation credit.
- 136 Employees who are laid off shall have available any unused sick leave previously earned, effective at the time they are recalled.
- 137 Employees who leave to enter the Armed Services of the United States under provisions of the Selective Service Act, who are members of the Armed Forces and are called to active duty, who enlist in the Armed Forces during a declared national emergency shall, upon reemployment by the Employer, have available any unused sick leave previously earned; provided that such reemployment takes place within ninety (90) days after discharge or release from active duty in the Armed Forces.
- 138 An employee using sick leave during a period that includes a scheduled holiday will be paid for the holiday. They cannot be paid for both on the same day, nor will they be charged for a day of sick leave.
- 139 Each Supervisor shall be responsible for reviewing employee requests for sick leave and determining their validity, and may request a statement from a personal physician or from a University-approved telemedicine provider concerning their disability.
- 140 All payments for sick leave shall be made at the employee's base rate of pay.
- 141 An employee may use accrued sick leave credits not to exceed sixty-four (64) in a fiscal year for the illness of a member of the immediate family as defined in paragraph 147, or a member of the employee's household.
- 142 The Employer, for cause, may direct an employee to go on sick leave.

ARTICLE 24: PARENTAL LEAVE

- 143 Employees not eligible for paid parental leave or FMLA leave, who become parents of or who adopt a child shall be entitled to an unpaid parental or adoption leave of up to twelve (12) weeks to commence on or before the date of birth or the date of adoption, as determined by the employee. Leave may be either with or without pay, depending on an employee's accumulated sick and/or vacation leave.
- 144 An employee shall be granted a maternity leave of absence upon the submission of a letter from a physician giving the projected delivery date. MSU Human Resources will not require further medical documentation covering absences for a pregnancy when it occurs within a period of four weeks before the projected delivery date and eight (8) weeks following the delivery date. Beyond these periods, a statement will be required from the employee's physician stating the reasons for the requested leave extension. Leaves associated with pregnancy may be either with or without pay, depending on an employee's accumulated sick and/or vacation leave.

ARTICLE 25: MEDICAL DISPUTE

- 145 In the event of a dispute involving any employee's ability to perform their job on their return to work at the University from a layoff or leave of absence of any kind and the employee is not satisfied with the determination of the University's physician, they may submit a report from a medical doctor of their own choosing and at their own expense. If the dispute still exists, at the request of the Union, the University's physician and the employee's doctor shall agree upon a third medical doctor to submit a report to the Employer and the employee, and the decision of such third party will be binding on both parties. The expense of the report of the third party shall be shared equally by the Employer and the employee.

ARTICLE 26: BEREAVEMENT LEAVE

- 146 If death occurs among members of an employee's immediate family, the employee will be excused from work to attend the funeral/memorial and make other necessary arrangements without loss of pay to be used within six months from the day of death. Employees will be paid for the number of scheduled working days excused up to a maximum of three (3) days.
- 147 Definition of the Employee's Immediate Family – The employee's immediate family shall be interpreted as including:

Spouse	Sibling/Half-Sibling/Stepsibling
Child/Stepchild	Sibling-in-law
Child-in-law	Grandparent
Parent/Stepparent/Legal guardian	Grandparent-in-law
Parent-in-law	Grandchild

- 148 One day, the day of the funeral, is allowed in the case of the death of an employee's or spouse's:

Uncle	Nephew
Aunt	Niece
	Member of the employee's household

(For the purpose of this article, "aunt" and "uncle" shall include the spouse of the uncle and aunt.)

Up to two (2) additional days of accrued vacation, personal leave or compensatory time may be used in the case of the death of a member of the employee's household. Should such leave be exhausted, unpaid leave may be used.

- 149 Permission will be granted to a reasonable number of employees in a unit who wish to attend the funeral of a fellow employee or former employee, provided they return to work after the funeral. Employees who serve as pallbearers at a funeral of a fellow employee or former employee will be paid during the time they must be off the job.
- 150 If scheduling permits, permission will be granted to a maximum of two (2) on-duty employees for one (1) regularly scheduled day, utilizing a department vehicle if available, to attend the funeral of a police officer killed in the line of duty anywhere in the State of Michigan.

ARTICLE 27: UNION RELEASE TIME

- 151 The Employer will grant leaves of absence with pay to members of the bargaining unit for the following functions:
 - a. Two (2) persons for three (3) days to attend POAM Annual Convention meeting each calendar year. One (1) pass day will be granted at the beginning and one (1) pass day at the end of the requested period, upon request.
- 152 Requests for such leave shall be filed in writing with the Police Chief, or their representative, by the 5th day of the month preceding the month in which the leave is desired.
- 153 The University will grant the president and vice president of the Michigan State University Division two (2) Union release days per year each to attend to division business. Requests for Union release shall be submitted a minimum of six (6) weeks in advance. Said requests are subject to management approval.
- 154 The University will grant the president or their designee of the Union a total of twelve (12) hours per calendar month non-cumulative to be excused from duty with pay to be taken in increments of no less than one (1) hour to attend to union business provided prior approval is obtained from their supervisor. Approval shall not be unreasonably denied.
- 155 In order that each new bargaining unit employee may be made familiar with the bargaining agreement and their rights, on a one-time basis only, the Employer will permit an orientation. Within one month of the new employee's swearing-in date, a fifteen (15) minute period will be made available during union release time for the new employee and the president or designee. Such meeting shall be scheduled with the appropriate supervisor with forty-eight (48) hours notice.

ARTICLE 28: BASIC LIFE PLAN

- 156 The Employer will provide, at no employee cost, a fully paid life plan to all regular full-time employees at the time of hire.
- 157 This program will provide a life insurance benefit in the case of death of an eligible employee on active duty status (including leaves of absence of 180 days or less) equal to one year's annual base salary or wage (i.e., basic hourly rate times 2080).
- 158 The employee may designate a beneficiary if desired; if none is designated the basic life insurance benefit payment will be made to the beneficiary under the Employee Paid Life Program if enrolled; otherwise payment will be made as defined by the life insurance contract.

ARTICLE 29: EXTENDED DISABILITY PLAN

- 159 Eligibility - Regular full-time employees with at least five (5) years of continuous full-time employment are eligible for extended disability leave.
- 160 Usage - In cases which are expected to result in total disability (as defined in LTD master contract), eligible employees will be granted extended disability leave with full pay and benefits for up to six months or until all accruals are exhausted, whichever occurs later. This leave will include the aggregate of accumulated sick leave, vacation and personal time to the extent these benefits are due the employee. The total aggregate of all paid leaves, when used for total disability will specifically end in six (6) months or when the total aggregate of all paid leaves is exhausted, whichever occurs later. Employee agrees to repay the University all Extended Disability Leave benefits paid if Employee does not receive Long-Term Disability benefits.

ARTICLE 30: LONG-TERM DISABILITY PLAN

- 161 A University-paid Long-Term Disability plan will be provided for all regular full-time employees.
- 162 After a 180-day disability waiting period, the Long-Term Disability program provides for a continuation of the monthly wage equal to 60% of the monthly base salary, up to a maximum monthly benefit of \$15,000 (including any offsets stipulated in the master contract, e.g. benefits from social security or Workers' Compensation). The Long-Term Disability program includes a 3% cost of living rider and a \$50 per month minimum benefit.
- 163 The Long-Term Disability program also pays the employee's 5% contribution and the University's 10% contribution to the MSU 403(b) Retirement Plan.
- 164 If disability commences at or prior to age 60, benefits are payable under this program to age 65, recovery or death, whichever occurs first. If the total disability starts on or after age 60 but less than 65, benefits are paid for 4 ½ years, until recovery or death whichever occurs first. If disability occurs after age 65 but less than 69, benefits continue to age 70, recovery or death, whichever occurs first. If total disability starts at age 69 or over, benefits continue for one year, recovery or death, whichever occurs first. When LTD benefits cease as described above, the employee may begin to receive their retirement benefits.
- 165 At the University's expense, a disabled employee may continue to participate in the employee paid life, health care and dental programs, if the employee is not on the active payroll.
- 166 The employee should contact the Benefits Office for information on Long-Term Disability benefits as soon as it appears that they may be off work for 180 days or more.

ARTICLE 31: RETIREMENT BENEFITS

- 167 Employees hired prior to July 1, 2002 and meeting the minimum retirement requirements will remain eligible to maintain group health and dental care for the employee, spouse and dependents and receive the Employer's proportional contribution toward the lowest cost MSU health care and dental plan.
- 168 Employees hired prior to July 1, 2002 and meeting the minimum retirement requirements on or before January 1, 2009 and who identified another eligible individual prior to January 1, 2009, will be eligible to maintain group health and dental care for the other eligible individual and receive the Employer's proportional contribution toward the lowest cost MSU health care and dental plan.
- 169 Retiree health care and dental plan coverage for regular employees hired on or after July 1, 2002, but prior to July 1, 2010.

- a. Upon official retirement from MSU, an official retiree may then enroll (or continue enrollment) in the health care and dental plan coverage available to MSU retirees. MSU will contribute, only for the official MSU retiree, 100% of the University contribution (excluding any Medicare premiums) toward the lowest cost MSU health care and dental plan. Enrollment in MSU health care and dental plan coverage may be continued for any eligible spouse, other eligible individual and/or dependent(s) if the official MSU retiree pays the full applicable premium cost for the coverage.
- b. In the event of the death of an official MSU retiree, or an employee who meets the requirements to be an official MSU retiree, the surviving spouse, other eligible individual, and/or dependent(s), if any, may continue health care and dental plan coverage through MSU by paying the full applicable premium cost.
 - i. If there is no surviving spouse or other eligible individual, eligible dependents may elect COBRA continuation coverage, if applicable.
 - ii. The surviving spouse or other eligible individual cannot subsequently add a new spouse or other eligible individual and/or dependent(s) to their MSU health care and dental plan coverage.

-170 Employer contributions for retiree health and dental plan coverage are not provided for employees hired on or after July 1, 2010. Upon official retirement from MSU, an official retiree hired on or after July 1, 2010 may then enroll (or continue enrollment) in the health care and dental plan coverage available to MSU retirees at the employee's expense. Enrollment in MSU health care and dental plan coverage may be continued for any eligible spouse, other eligible individual and/or dependent(s) if the official MSU retiree pays the full applicable premium cost for the coverage.

-171 Effective January 1, 2013, for benefits eligible employees hired on or after July 1, 2010 the University will, upon hire, contribute 0.5 % (one-half percent) of the employee's retirement eligible earnings into a separate Employer contribution account within the existing MSU 403(b) Retirement Plan on a pay period basis until one hundred twenty (120) vacation service months are reached; after one hundred twenty (120) vacation service months the University's contribution increases to 0.75% (three-quarter percent) of retirement eligible earnings.

- a. MSU's contributions will be deposited into a default investment fund initially at an MSU designated retirement vendor; the employee can redirect to fund(s) of their choice by selecting from core options available in the 403(b) Retirement Plan including the brokerage accounts. Additional information on the default and optional investments is available online.
- b. Effective July 1, 2015, the accumulated account balance will become 100% vested immediately.

-172 Complete details concerning the provision of the University's 403(b) Retirement Plan applicable to this bargaining unit are outlined in a brochure which may be obtained from MSU Human Resources. The plan shall be available to members of the bargaining unit upon employment and participation will be compulsory for employees who have attained age thirty-five (35) and have two (2) years of service.

-173 Employee contributions are 5% and University contributions are 10% of the Employee's base salary or wage and any overtime pay.

-174 University Retirement Eligibility Defined - University retirement eligibility shall be defined as

- a. attainment of age 62 with 15 years of continuous full-time employment, or
- b. at any age with 25 years of continuous full-time employment.

- 175 An employee who retires under the definition in paragraph 174 shall be paid for fifty (50) percent of their unused sick leave, but not to exceed a maximum of fifty (50) percent of one thousand two hundred (1,200) hours, as of the effective date of separation.
- 176 An employee who does not meet the definition of University Retirement Eligibility in paragraph 174 but has at least five (5) years, but less than ten (10) years of continuous service and has attained 65 years of age at the time of their separation shall be paid fifty (50) percent of their unused sick leave as of the effective date of separation. An employee who does not meet the definition of University Retirement Eligibility in paragraph 174 but has at least ten (10) years of continuous service and has attained 65 years of age at the time of their separation shall be paid one hundred (100) percent of their unused sick leave as of the effective date of separation but not to exceed a maximum of one thousand (1,000) hours unless they have received a University contribution to the MSU 403(b) Retirement Plan, in which case they shall be paid as in paragraph 175.
- 177 Prorated longevity payments shall be made to those employees who retire under the definition of University Retirement Eligibility in paragraph 174 prior to October first of any year. This also applies to those employees not under the definition of University Retirement in paragraph 174 but who are 65 years of age at the time of their separation. Such prorated payments as indicated above shall be based on the number of calendar months of full-time service credited to an employee from the preceding October first to the date of retirement or separation and shall be made as soon as practicable thereafter.

ARTICLE 32: UNIFORMS

A. Uniform Supply

- a. In the selection, procurement and issuance of uniforms, the Employer will give due consideration to the items, numbers, materials and quality consistent with the needs, use, function and responsibility of the officer.
- b. The Employer will supply all police officers with "Uniform Boots." These "Uniform Boots" will be replaced by the Employer as needed consistent with the procedures for replacement of other Employer supplied equipment.

B. Uniform Cleaning

- a. The University will be responsible for and pay for the dry cleaning of issued uniforms.
- b. For those on special assignment or executive protection detail, the University will also provide dry cleaning of professional clothing, up to four garments per month. The dry cleaning of professional clothing is reserved for clothing labeled 'hand wash or dry clean only' and does not include machine washable clothing.

- 178 The Employer will pay a special clothing allowance of \$300.00 to an employee who officially notifies the Employer of pregnancy and remains on duty to within four weeks of the projected delivery date. This payment will be made when the employee receives a light duty assignment. Exceptions may be made to this provision for reasons acceptable to the Employer.

ARTICLE 33: AUTOMOBILES AND OTHER EQUIPMENT

- 179 In the procurement of motor vehicles for patrol purposes the Employer shall use best efforts to secure automobiles and equipment of quality, design and construction commensurate with the function and responsibility to be performed and reasonably related to the safety of the officer involved.
- 180 The Employer agrees to meet and confer with the Division President or their designee

regarding specifications for new vehicles for patrol use.

- 181 Should the University, for whatever reason, deem it necessary to specify an off-duty handgun, the University will issue such a gun. However, an officer may elect to carry their own handgun other than the department-issued handgun if the following criteria are met: (1) The handgun must be a comparable caliber and must be approved by the department; (2) The officer must qualify for training on their own time; and (3) The officer must use their own ammunition which must be approved by the department, unless their personal weapon chambers departmental ammunition.

ARTICLE 34: LIABILITY INSURANCE

- 182 It is the policy of the institution to support its officers, faculty and staff in the performance of their official duties to support students and volunteers and when performing services arising out of their employment with and under the direction or approval of the University. The services and duties described herein include but are not limited to participation in a wide range of University committees, panels and boards. Should the above identified parties become involved in litigation because of such activities, the University will assume their defense, provide legal counsel and satisfy resulting judgments against them.
- 183 Should the Employer fail to obtain the insurance coverage above set forth, it shall be deemed by this contract to have become a self-insurer, and will protect said employees in the same manner and on the same terms and conditions as if it had secured the liability insurance coverage.

ARTICLE 35: EDUCATIONAL ASSISTANCE

- 184 Full-time employees may apply for reimbursement or tuition waiver¹. As specified below:
- a. For graduate courses at MSU or other Michigan-based institutions, fifty percent (50%) of the MSU graduate maximum level tuition rate per graduate credit taken
 - b. For undergraduate courses at MSU or other Michigan-based institutions that are required as part of a graduate degree program, fifty percent (50%) of the MSU upper division undergraduate tuition rate per undergraduate credit taken
 - c. Registration fees, course fees, lab fees, books and other course materials charged by the institution are the responsibility of the student.
 - d. Total credits shall not exceed sixteen (16) credits per academic year, which are job related or promote professional development, under the educational assistance program.
- 185 In order to be eligible for this benefit, employees must meet the following provisions:
- a. Completion of 12 continuous full-time equivalent service months with the Michigan State University police department or completion of probation prior to the first day that classes begin at the institution.
 - i. Reimbursement: Approval of the graduate credit course(s) (or undergraduate credit course(s) required as part of a graduate degree program) by the department administrator or designee and submission of Educational Assistance Application to MSU Human Resources, five (5)

¹ Note: The changes to this provision were imposed by the University on October 16, 2012. The union did not file an Unfair Labor Practice charge concerning the imposition, thus the provision applies to employees in the unit.

working days prior to the first day classes begin at the institution.

- ii. Waiver: Approval of the graduate credit course(s) (or undergraduate credit course(s) required as part of a graduate degree program) by the department administrator or designee, and submission of the Educational Assistance Application to MSU Human Resources thirty (30) days prior to the enrollment billing date set by the Fees and Scholarships Office.

- b. Completion of the graduate credit course(s) (or undergraduate credit course(s) required as part of a graduate degree program) at an accredited college or university with a 2.0 or better grade.
- c. Reimbursement for undergraduate credit courses not required as part of a graduate degree program, credit courses taken through primarily online institutions and, credit courses taken through non-Michigan based institutions shall not be covered.

-186 There shall be no released time from the work schedule to attend class.

-187 Reimbursement - To receive reimbursement, the employee shall submit evidence that they have successfully completed the course to MSU Human Resources.

-188 Tuition Waiver for MSU graduate credit courses (or undergraduate credit course(s) required as part of a graduate degree program):

- a. Bargaining unit members who are eligible for educational assistance shall be eligible for a tuition waiver program. This tuition waiver program will be applicable only to those MSU graduate courses (or undergraduate credit course(s) required as part of a graduate degree program) enrolled in through the University's on-campus enrollment procedure. As a condition of tuition waiver, an employee must sign an agreement authorizing payroll deduction for the amount of tuition waived to be used in the event she/he does not successfully complete the course(s).
- b. Employees interested in utilizing the tuition waiver program must submit their educational assistance application complete with departmental approval to MSU Human Resources 30 days prior to the semester billing date set by the Fees and Scholarships office. The application must be marked with a request for tuition waiver.
- c. If the above timelines are met and the educational assistance application is approved, MSU Human Resources will forward a list of employees eligible for tuition waiver to the Fees and Scholarship Office and to the Union.
- d. Employees will be responsible for all charges in excess of fifty percent (50%) of the MSU graduate maximum level tuition rate per graduate credit taken.
- e. Employees will be responsible for all charges in excess of fifty percent (50%) of the MSU upper division undergraduate tuition rate for undergraduate credit course(s) required as part of a graduate degree program.
- f. Registration fees, course fees, lab fees, books and other course materials charged by the institution are the responsibility of the student.
- g. The sum of graduate and undergraduate credits waived shall not exceed sixteen (16) per academic year.
- h. Employees who have had their tuition waived will authorize MSU Human Resources to verify completion of approved courses with Enrollment Services upon application for waiver. In cases where tuition waivers are withdrawn (e.g., terminated employee, non-approved course, unsuccessful completion), the Union agrees that the University will payroll deduct the waived tuition.

- 189 If the employee is covered by benefits such as scholarships or fellowship aid, government aid, G.I. bill benefits, or similar assistance, reimbursement will be made only for that portion of the tuition fee which exceeds the amount of those benefits. Employees are expected to seek compensation or reimbursement from non-University funds when eligible and where conditions are equal to or better than University benefits.
- 190 Educational assistance will terminate on the employee's last day of active employment. An employee must complete a course as an active employee in order to receive tuition reimbursement.
- 191 Tuition Benefit Program - The program will be administered in alignment with the Board of Trustees Tuition Benefit Program policy.

ARTICLE 36: WAGES

- 192 Effective January 1, 2026, the base salary for each employee in the bargaining unit shall be as follows.

	<u>PO</u>
I	\$69,413
II	\$72,680
III	\$76,095
IV	\$82,501
V	\$84,303
VI	\$87,606

Effective January 1, 2027, the base salary for each employee in the bargaining unit shall be as follows.

	<u>PO</u>
I	\$72,189
II	\$75,588
III	\$79,139
IV	\$85,801
V	\$87,676
VI	\$91,111

Effective January 1, 2028, the base salary for each employee in the bargaining unit shall be as follows.

	<u>PO</u>
I	\$75,077
II	\$78,611
III	\$82,304
IV	\$89,233
V	\$91,183
VI	\$94,755

Effective January 1, 2029, the base salary for each employee in the bargaining unit shall be as follows.

	<u>PO</u>
I	\$78,080
II	\$81,756
III	\$85,596
IV	\$92,803
V	\$94,830
VI	\$98,545

- 193 Police Officers shall initially be placed in any level as determined by the Chief and shall advance to subsequent levels on the anniversary dates of their swearing-in date.
- 194 This Agreement shall be effective from and after January 1, 2026, until and including December 31, 2029, with respect to all provisions of this Agreement.

ARTICLE 37: SAVINGS CLAUSE

- 195 If any provision of this Agreement, or any supplement thereto, is found invalid by operation of law or by any board or court of competent jurisdiction, or if compliance with or enforcement of any provision should be permanently restrained by any such court, the remainder of this Agreement, and any supplements thereto, shall remain in full force and effect, and the Employer and the Union at the request of either party, shall enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision or supplement.

ARTICLE 38: DRUG AND ALCOHOL TESTING

- 196 As soon as administratively feasible but not prior to March 1, 2026, Michigan State University will implement a drug and alcohol testing policy and program for Police Officers which will include, at minimum, these components. The program and policy will be in alignment with other University policy and DOT testing procedures and testing criteria.

A. Situations requiring testing include:

- a. Initial or pre-employment drug testing (also required for MCOLES certification)
- b. Random drug and alcohol testing of 50% of the testing pool annually. Selection via periodic computer-generated, random-number generator, managed by third-party services provider.
- c. Reasonable suspicion drug and/or alcohol testing
- d. Post-accident/incident drug and/or alcohol testing
- e. Return-to-duty drug and/or alcohol testing
- f. Medical Review Officer (MRO) -directed follow-up for non-negative test results or at the discretion of the MRO
- g. Follow-up for positive test results under the direction of a Substance Abuse Professional

B. Drug & Alcohol Testing Program Contracted Services

A third-party vendor of the Employer's choosing will provide drug and alcohol testing and program administration services including, but not limited to:

- a. Management of random testing program
- b. Sample collection / lab testing
- c. Test status and result reporting
- d. Medical Review Officer (MRO) services
- e. Reasonable Suspicion Training for Supervisors

C. Consequences of Confirmed Positive Test Results

- a. On any confirmed positive alcohol or drug test, an employee shall be immediately removed from duty to mitigate safety risk and may be subject to discipline up to and including termination.
- b. Refusal or failure to submit to drug or alcohol testing when required will be grounds for discipline up to and including termination.

ARTICLE 39: MISCELLANEOUS

A. Bulletin Board

-197 The Employer shall assign space for a locked bulletin board (Union retains key) which shall be used by the Union and shall be restricted to

- a. Notices of Union recreational and social affairs
- b. Notices of Union elections
- c. Notices of Union appointments and results of union elections
- d. Notices of Union meetings
- e. Other notices of bona fide union affairs which are not political or libelous in nature

The Union shall reimburse the University for the purchase and installation of the bulletin board.

B. Electronic Communications

-198 Electronic communications shall be recognized by both parties as "proper written notification" as it relates to all aspects of the agreement.

ARTICLE 40: TERMS OF THIS AGREEMENT

- 199 Ratification - The Employer's Negotiating Committee shall submit to, and shall recommend that the University ratify this Agreement only after the Union submits this Agreement to, and receives ratification by the employees within the bargaining unit, and the Employer's Director of Employee and Labor Relations receives from the Union, written notification thereof.
- 200 Effective and Termination Dates - This Agreement shall become effective, subject to the ratification process explained in paragraph 199 of this Article, on the 1st day of January, 2026, and it shall continue in full force and effect until 11:59 p.m. on the 31st day of December, 2029, and for successive annual periods thereafter unless, not more than one hundred-eighty (180) days, but at least sixty (60) days prior to the end of its original term or of any annual period thereafter, either party shall serve upon the other written notice that it desires termination, revision, modification, alteration, renegotiation, change or amendment, or any combination thereof, and such written notice shall have the effect of terminating this Agreement in its entirety on the expiration date in the same manner as a notice of a desire to terminate.

IN WITNESS WHEREOF THE PARTIES HAVE SET THEIR HANDS THIS

_____ DAY OF _____, 2026

For the Police Officers Association of
Michigan

For the Employer

Luke Silver, Local President

Venceslaus Gore, Executive Vice President
for Administration, Michigan State University

Jon Stein, Local Vice President

Donna Donovan, Associate Vice President
for Human Resources

Gregg Allgeier, Business Agent, POAM

Amy B. Holda, Assistant Director
Employee and Labor Relations

Mike Yankowski, Police Chief
MSU Department of Police and Public
Safety

Additional University bargaining team
members include:

Anne Czajkowski
Employee and Labor Relations

Abbie Meredith
Employee and Labor Relations

MEMORANDUMS OF UNDERSTANDING

Police Officer Physical Ability Testing

During Police Officers Association of Michigan (POAM) negotiations for the successor 2026-2029 collective bargaining agreement, the parties agreed to jointly develop mutually agreed-upon provisions for a physical ability testing program. The parties agree to collaborate on a final model that is reasonable, job-related, and acceptable to both parties and incorporates the basic components below. A draft model is included below.

- Annual job-related testing (i.e. Denver Model)
- Mandatory testing beginning July 1, 2026
- Testing will be performed on-duty
- Testing opportunities will be provided four (4) times per year (Spring, Summer x 2, Fall)
- The Physical Ability Testing Program will be as follows:

Beginning July 1, 2026

- If an employee does not pass in 2026, the employee will be provided an assistance program at the department's expense (i.e. coaching by health and fitness professional).
- If the employee again does not pass in 2027, the employee will be provided an additional 6-months' time to pass the test. Any coaching and training will be at the employee's own effort and at their own expense.
- If the employee does not pass after the additional six months, beginning in 2027, the employee will be determined to have not met job requirements and will be sent for an independent fitness-for-duty assessment.

Beginning in 2027

- If an employee does not pass (first failed test), the employee will be provided an additional 6-months to pass with the provision of an assistance program at the University's expense. This program will be offered to employees at the University's expense one (1) time during their career.
- If the employee is still unable to pass, the employee will be determined to have not met job requirements and will be sent for an independent fitness-for-duty assessment.
- The assistance program will consist of the following components:
 - The employee will undergo a functional capacity test with an Occupational Therapist, which will provide an assessment with recommendations to the employee.
 - The employee will then be provided the opportunity to work with a Wellness Coach and a Certified Personal Trainer for up to three (3) sessions each.
 - The University's assistance program will be available to the employee to address any issues.
 - Then, the employee would take the test again after six (6) months. If the employee does not pass this time, beginning in 2027, then the employee

will be determined to have not met job requirements and will be sent for a fitness for duty assessment.

- Union leadership or designee may attend the testing. The parties will mutually agree on reasonable standards and timing method to be utilized.
- Employees having successfully passed the physical ability testing will receive a \$500 performance bonus on the next available pay cycle (limited to one payment per employee per year).

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