

LETTER OF AGREEMENT

City of Mt. Pleasant and AFSCME Local 1606

SUBJECT: PART-TIME EMPLOYEE BENEFITS

On June 1, 2006, the AFSCME and City of Mt. Pleasant Labor/Management met to discuss personal leave for part-time union employees as addressed in Section 27.9 of the April 2005 to April 2008 AFSCME Agreement. It was decided that the personal leave provision outlined in Section 27.9 of the Agreement applies to part-time employees on a pro-rated basis.

It was further agreed that in addition to the benefits outlined in Part-time Employee Benefits, Section 29.1. of the Agreement, part-time union employees are entitled to the following pro-rated leave benefits.

LEAVE BENEFIT	20 HRS./WEEK EMPLOYEE	30 HRS./WEEK EMPLOYEE
Holiday	Pro-rated based on the number of hours per day the employee is regularly scheduled to work	Pro-rated based on the number of hours per day the employee is regularly scheduled to work
Vacation Monthly Accrual	After 60 hours worked	After 90 hours worked
Vacation Annual Maximum Carry Over	120 hours	180 hours
Sick Monthly Accrual	After 60 hours worked	After 90 hours worked
Sick Maximum Accumulation	Employees hired prior to January 1, 1982 - 800 hours Employees hired after January 1, 1982 - 600 hours	Employees hired prior to January 1, 1982 - 1,200 hours Employees hired after January 1, 1982 - 900 hours
Sick Maximum Payout	600 hours	900 hours
Funeral	Pro-rated based on the number of hours per day the employee is regularly scheduled to work	Pro-rated based on the number of hours per day the employee is regularly scheduled to work

Jury Duty	Pro-rated based on the number of hours per day the employee is regularly scheduled to work	Pro-rated based on the number of hours per day the employee is regularly scheduled to work
Compensatory Maximum Accumulation	50 hours	75 hours
Compensatory Time Payout	15 hours	23 hours
Personal Leave	16 hours	24 hours

If in the future, the number of hours a part-time employee is regularly scheduled to work is different, the leave benefits will be pro-rated on the same basis as the schedules identified above.

Paul L. Preston, Jr., City Manger

Bob Keller, AFSCME Local 1606
Union President

Date

Date