

CHARTER TOWNSHIP OF WHITE LAKE

AND

**POLICE OFFICERS LABOR COUNCIL
WHITE LAKE PAID ON-CALL FIRE FIGHTERS**

**EMPLOYER PROPOSAL
ONE YEAR CONTRACT EXTENSION**

August 4, 2021

**CHARTER TOWNSHIP OF WHITE LAKE
AND
POLICE OFFICERS LABOR COUNCIL
WHITE LAKE PAID ON-CALL FIRE FIGHTERS**

Term: January 1, 2021 through December 31, 2021

Title change from Paid on Call Firefighters to “Part Time Firefighters” (page 1).

Section 4, Seniority List. Language Amendment. The employer will “provide the union with a copy of said list upon request”. (page 5).

Section 5. Delete: “Agree to Grandfather MFR” (page 5).

Article 7 Loss of seniority, section 3. Absence shall be defined as “incident response, special event or detail, voluntary shift work, department / apparatus training, or direct contact to the program supervisor or Fire Chief (page 5-6).

Article 16, Wages, section 3, subsection b. Language Amendment - change EMT to “MFR” (page 13).

Section 4. change pay schedule to “Biweekly general township pay schedule” (page 13).

Section 5, Emergency Response Requirements. Language Amendment “Probationary personnel response requirements to be increased to 50% of total call outs of available time. These available time thresholds shall be provided to the program supervisor. (page14).

Section 6. language Amendment remove “should the call out exceed (2) hours” and replace with “should the call out exceed three (3) hours the member shall be paid at a rate of time and a-half” (page 14).

Section 10, hourly pay rate. To reflect the new pay scale proposal retroactive to effective date of contract. (page 14).

Proposed Pay scale: (page 15)

	2021	2.5%
A. Start	\$ 13.50	
B. FF or MFR	\$ 15.00	
C. FEO 1 Year	\$ 18.00	
D. FEO 2 Year Non-Probationary	\$ 22.10	

No member of the bargaining unit shall receive a reduction of pay based on the new wage scale.

Section 11, Deferred Compensation. Amendment “Part-time employees shall be a member in good standing to be eligible for this program, including, but not limited to times of extended leave for injury or illness. (page 15).

Section 12, Station Officers. Language Amendment “at the discretion of the Fire Chief” (page 15).

Section 13, Officer Requirements. Language Amendment “A notice for said training shall be sent to the program supervisor, and Department Training Officer” (page 16).

Section 15, Annual Hose Testing. “Remove”

Section 16, Drill Night Requirements. Language Amendment “Training Requirements. Attends at minimum 50% of the required monthly training / classes essential to the job. including required continuing education” (page 17).

Section 16, subsection b. Language Amendment “excused absence from training beyond the monthly 50% requirement” (page 17).

Section 16, subsection d. Language Amendment “the scheduling of make- up training for excessive excused absences shall be the individual’s responsibility. (page 17).

Section 16, subsection e. Remove (page 17).

Section 16, subsection f. Language Amendment to read as follows “ A make-up training session should only happen occasionally and is not meant to be a regular occurrence. The topics will be pertinent to the educational and or certification needs of the individual as approved by the program supervisor, station officer and training officer” (page 17).

Article 18, uniforms. Language Amendment, “as outlined in the uniform policy”. Section 1 and 1.2 will be combined to eliminate duplication. (page 18)

Section 1.2 uniforms. Remove (page 19)

Section 1.3, language Amendment. After completing the required probationary period, each part time employee will be provided a high visibility firefighter winter coat, and 1 – class B uniform and badge (as outlined within the uniform policy). (page 19)

Article 23, #3, subsection 2). Facial Hair. Remove (page 22)

Article 23, #3, subsection c. Language Amendment - remove “or the administration of mouth-to-mouth resuscitation” (page 23)

Article 25, Section 11. Language Amendment “50% attendance is required” Remove “The station officer will endeavor to post a three (3) month drill schedule with times and topics”.

Language Amendment “The station officer reserves the right to alter any scheduled training “

Shift work will be posted one month in advance to supplement the schedule with career firefighters. The length of shifts will range from 4 hours to 24 hours. It is the part time

employee's responsibility to schedule their availability and to meet the 24-hour monthly requirement.

Posted shifts will be voluntarily selected and scheduled based on seniority for the first 10 days. After 10 days, posted shifts will be voluntarily scheduled and selected in the order which they schedule, not by seniority.

There will be no bumping rights by seniority after 10 days. (page 26).

Article 25, Section 13. Recognition Awards. Remove (page 26).

All current contractual language and benefits not addressed in this extension are to remain in effect and unchanged.

White Lake Township:

POLC:

By: Date:

By: Date:

By: Date:

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