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July 15, 2022

HONORABLE CITY COUNCIL:

Re: Implementation of Memorandum of Understanding (MOU) between the City of Detroit and the employees represented by AFSCME Michigan Council 25, Nonsupervisory – Local 214 & Local 312

The Labor Relations Division is recommending your Honorable Body’s official approval of the attached Memorandum of Understanding between the City of Detroit and AFSCME Michigan Council 25, Nonsupervisory – Local 214 & Local 312.

The MOU provides AFSCME Council 25 Nonsupervisory – Local 214 & Local 312 members an opportunity to earn a Performance Incentive Payment, once per quarter, provided that the required criteria has been met. This MOU is effective for the period of August 1, 2022 through June 30, 2023. It has been signed by all parties concerned and meets with the approval of the Labor Relations Division.

We therefore respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,

Hakim W. Berry
Chief Operating Officer

By Council Member _____:

WHEREAS, the City of Detroit and AFSCME Michigan Council 25 Nonsupervisory – Local 214 & Local 312, have met the standards for recognition as exclusive agents for their members in the employ of the City of Detroit under Public Act 336 of 1947, as amended, and

WHEREAS, the Labor Relations Division, under the direction of the Mayor, is authorized and directed by the City Charter to act for the City of Detroit in negotiations and administration of collective bargaining agreements, and

WHEREAS, the Labor Relations Division and AFSCME Michigan Council 25 Nonsupervisory – Local 214 & Local 312 have met and negotiated the attached Memorandum of Understanding which covers the period of August 1, 2022 through June 30, 2023,

NOW, THEREFORE, BE IT RESOLVED, that the attached Memorandum of Understanding between the City of Detroit and AFSCME Michigan Council 25 Nonsupervisory – Local 214 and Local 312, be and is hereby approved and confirmed in accordance with the foregoing communication.

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF DETROIT DEPARTMENT OF TRANSPORTATION
AND AMERICAN FEDERATION OF STATECOUNTY AND MUNICIPAL EMPLOYEES LOCALS 214 & 312

Scheduled Performance Premium

In order to provide excellent customer service, DDOT must ensure that all scheduled routes are on time, clean and safe. Having routes regularly driven by scheduled drivers has enormous benefits to the passengers of DDOT. All employees play a role in assuring that scheduled service is properly delivered and dependable.

The parties already have an agreement for compensation for members of AFSCME Local's 214 and 312 in the existing collective bargaining agreement. This memorandum is for supplemental premium compensation to be paid only to those members who achieve the highest record for performing their assigned work and for working their full share of productive hours.

This Memorandum of Understanding ("MOU") is made and entered into this ____ day of July, 2022, between the City of Detroit, Department of Transportation and AFSCME Local 214 and 312 for the purpose of providing AFSCME members the opportunity to earn Scheduled Performance Premium Payments. Members may earn a per quarterly bonus on the following terms and conditions:

A member will be paid a Scheduled Performance Premium payment at the end of each calendar quarter during which the member achieves both of the following qualifications:

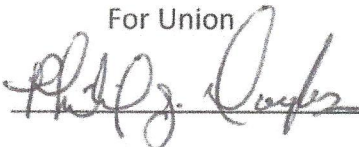
- 1) Minimum Hours Worked: The member must be present and actively physically working a minimum of 480 hours during the quarter. An overtime hour counts as 1 hour of active work for purposes of the Premium Payments. Only actual hours worked on the job count toward the 480 hours - vacation time, leave time, or any other time off do not count toward the Scheduled Performance Premium Payments.
- 2) Scheduled shifts worked. The premium bonus is additional compensation for exceptionally reliable job performance. Any member who fails to work more than three scheduled shifts in a quarter for any reason is not eligible for that quarterly bonus.
- 3) The payout schedule is as follows by classification:

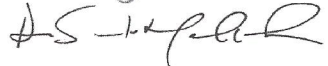
Classification	Union Affiliation	Quarterly payout schedule
Transportation Emergency Dispatcher	AFSCME 214	\$500.00
Building Trades Worker	AFSCME 312	\$500.00
Electrical Worker	AFSCME 312	\$500.00
Maintenance Millwright	AFSCME 312	\$500.00
Transportation Station Worker	AFSCME 214	\$500.00
Electronic Equipment Tech	AFSCME 312	\$500.00
Vehicle Maintenance Instructor	AFSCME 214	\$500.00
General Machinist	AFSCME 312	\$500.00
Sheet Metal Worker	AFSCME 312	\$500.00
General Welder	AFSCME 312	\$500.00
Radio Maintenance Tech	AFSCME 312	\$500.00
Storekeeper	AFSCME 312	\$500.00
Service Guards	AFSCME 312	\$500.00
Transportation Scheduler	AFSCME 214	\$500.00
Transportation Terminal Supervisor	AFSCME 214	\$500.00
Transportation Passenger Data Collector	AFSCME 214	\$500.00
Office Assistant 3	AFSCME 214	\$500.00
Transportation Equipment Instructor	AFSCME 214	\$500.00
Complaint Investigator	AFSCME 214	\$500.00
Sr. Service Inspectors	AFSCME 214	\$750.00
General Auto Mechanics	AFSCME 312	\$750.00
Coach Service Attendants	AFSCME 312	\$750.00
General Auto Body Mechanic	AFSCME 312	\$750.00
Specialized Transportation Service Asst	AFSCME 214	\$750.00
Repair Mechanic	AFSCME 312	\$750.00
Vehicle Painter & Letter	AFSCME 312	\$750.00
Sr. Service Guards	AFSCME 214	\$750.00

Upon ratification of the Detroit City Council, this MOU will go into effect from August 1, 2022 -June 30, 2023. The parties will evaluate the effectiveness of the program and will decide together whether to continue or modify it.

The parties jointly believe that full participation in Scheduled Performance Premium program will dramatically improve the quality of bus service delivered to those Detroiters that enjoy and depend upon DDOT for transportation.

For Union





For City of Detroit

