

TO: AAPOA MEMBERS

FROM: Eric Ronewcz-President of the AAPOA

RE: Contract and other Updates

DATE: 05/11/2020

I have been asking the City every two weeks about the status of our contract as they have not done anything with it since we ratified it. I sent you guys the updates that I receive from HR. There is no real new news on it. We checked with the City's Labor Committee about reviewing our contract and they were waiting for HR to send it to them. Since COVID hit the country, HR is trying to have a virtual meeting with the Labor Committee. After the Labor Committee reviews it, it could be sent to HR for ratification. When this meeting will come to fruition, I do not know. I asked John Fournier (Interim HR Director) and Tom Crawford (Interim City Administrator) last Thursday on a virtual meeting about the status of the City's economy. John provided me with the same answer as Heather Koch.

During this virtual meeting, Tom told us that the worst year coming up for the City is 2022 according to his forecasts. The General Fund is funded properly at this moment and he will present City Council with the Budget for July 1st, 2020 to June 30th, 2021. He will provide Council with guidance on how to move forward during this economic downturn which includes, pay cuts for administrators, voluntary and involuntary furloughs, non-union pay freezes, hiring freeze, buy outs and lay-offs. Many of you are very worried about lay-offs as this is the first time you are experiencing it. Many of us that have been here since 2000, have gone through yearly budget exercises at which time every department in the City had to cut expenses between 1 and 3%. Every year, at least 0-13 members would have to go into the Deputy Chief's office and informed of the possibility of layoffs. Unfortunately, in 2011, one AAPOA academy class was laid off for 6 months or more. I personally do not believe the City would layoff one of us at this time as they would more than likely have the hiring freeze, try furloughs or buyouts first. We have not been in talks about any of the items and today Council will be appraised of our economic forecast by Tom Crawford.

We filed a grievance this year for 3 members in the DB that put in for time off (vacation or comp day) on a holiday. Two members had their time off approved while one did not. DC Forsberg resolved the grievance by honoring all 3-time off requests on a holiday. He though advised us that moving forward they will not be approving these requests in the future. (see attached email)

I know some members still desire the ability to use time off on a holiday and have talked with several different executive board members hoping to for a different opinion. The contract is clear on this matter as it must be approved in order to. Currently, we are not going to file a grievance on this matter in order to bargain for a change. We will discuss this matter in the future at a Chief's meeting.

A similar issue came forward a few years ago with Trade of Compensatory time. The employer can approve Trade of Comp and they denied all uses of trade of comp unless all 3-time off slots were filled. What we told the Deputy Chief at the time was that the department was going to pay OT for short shifts. This occurred for a year and we broached the subject at a Chief's meeting at which time it was changed.

This month's Chiefs meeting is hopefully being handled via email as I sent an email inquiring about two of our past topics.

We were unable to implement a pay scale improvement during contract talks as it would affect the majority of our membership. We discussed implementing some sort of pay change for our members assigned to the Community Engagement group as they do not receive any additional compensation for their current job function. We are still awaiting word on this issue.

We also had the DB Stewards and the VP of Operations present an on-call system for the detective bureau that was approved by the Executive Board. We have not received feedback on this matter.

Lastly, road patrol again is back to its lowest numbers since layoffs (approximately 54) and the recession of 2012 due to the recent promotions. I am requesting the departments plan for road patrol as we continue to dwindle our staffing for command to have the correct staffing.

See the below listed emails and contract language for topics in this update.

El Presidente

EMAIL FROM HEATHER KOCH ABOUT THE STATUS OF THE CONTRACT-

Hey Eric,

I'm so sorry for not getting back to you earlier this week.

We are working on getting a Labor Committee Meeting scheduled, but it might still be a few weeks before we are able to meet.

I really appreciate your patience as we have all been navigating through these times. I hope you and the rest of the membership have been staying safe and healthy.

Thank you!
Heather

From: Ronewicz, Eric <ERonewicz@a2gov.org>

Sent: Friday, April 24, 2020 11:39 AM

To: Koch, Heather <HKoch@a2gov.org>

Subject: Checking in

Any news on our contract moving forward? I get like 5 texts a day from different people even after I put out an email about the process. As I said before, now command is inquiring now too.

Sent from [Mail](#) for Windows 10

GREIVANCE EMAIL 20-01

Good news for this grievance.

From: Forsberg, Jason <JForsberg@a2gov.org>
Sent: Monday, February 03, 2020 8:28 AM
To: Stephenson, Andrew <AStephenson@a2gov.org>
Cc: Ronewicz, Eric <ERonewicz@a2gov.org>
Subject: Grievance 20-01

Good morning,

I have granted Grievance 20-01 holiday and vacation for the 3 affected Detectives. The basis of the decision was that these detectives (2 of the 3) had been approved for vacation which was then removed once my email came out informing Sgt. Dennis that we would not approve vacation on holidays. Moving forward, we will not approve vacation on dates when there is a negotiated holiday. Keri Hirschman will be adjusting their pay and the Detectives can expect to see the pay change in their next paychecks.

Kind Regards,

Jason Forsberg

Deputy Chief of Police

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CONTRACT LANGUAGE FOR HOLIDAYS

Agreement between City of Ann Arbor and AAPOA January 1, 2017 – December 31, 2019³²

ARTICLE 15: HOLIDAYS

Section 1: Holiday

All employees shall receive their regular compensation for the following holidays or parts thereof.

c) If an employee's regular schedule would include working on the holiday, but is on approved time off, he/she will receive Holiday Pay for that day, plus straight time pay for the number of hours of their approved time off from their bank. The employee will be required to use some type of banked time to be off. For example, if an employee is scheduled to work but has an approved compensatory day, the employee will receive 50 or 48 hours of pay for that week, depending on their regular work schedule, but will use 10 or 8 hours of compensatory time to be off.