

Collective Bargaining Agreement Modification and Two-Year Extension

The City of Southgate (hereinafter, “City), the Technical Professional and Office Workers Association of Michigan, (hereinafter, “Union”), and the 28th District Court are parties to a Collective Bargaining Agreement which expires June 30, 2026;

WHEREAS; The Parties wish to modify the current term of the contract and extend the terms and conditions of the Collective Bargaining Agreement for an additional two year period;

WHEREAS; The provisions of the Collective Bargaining Agreement shall remain unchanged except for as specified below.

NOW THEREFORE, the Parties agree as follows:

1. The current Collective Bargaining Agreement shall be extended for a period of two (2), years which shall now expire on June 30, 2028.
2. The Union wage scale at all steps shall be adjusted on September 28, 2025 as follows:

Grade # 1 – \$2.30/hour increase for all steps
Grade # 2 – \$2.10/hour increase for all steps
Grade # 3 – \$2.10/hour increase for all steps
3. All members of the Union shall receive a 3% pay raise effective July 1, 2026 and a 3% pay raise effective July 1, 2027.
4. RHSA Vesting Periods: Section 1 D shall be amended to remove the following language: “Vesting for the plan is ten (10) years”. The language shall be changed to read: “Vesting for the plan is immediate”.
5. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date contained in this Extension Agreement.

City of Southgate

Technical Professional and Office Workers Association of Michigan (Union)

28th District Court

By: _____ Date: _____

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