

# **EXHIBIT**

# **B**

**CONFIDENTIAL 3-27-2012**  
**MICHIGAN DEPARTMENT OF TREASURY PROPOSED CHANGES**  
**NOT YET ACCEPTED BY THE CITY**

**ANNEX D**

**Required Provisions of Collective Bargaining Agreements**

On or before August 1, 2012, the City shall have either negotiated or imposed new labor agreements with those Unions whose contracts have expired or will expire on or about June 30, 2012. The newly negotiated agreements shall be approved by the Project Management Director and the Financial Advisory Board and include among other items the following terms and conditions:

1. **Uniformity:** All new labor agreements must be based off one standard City template.

2. There shall be no joint committees to address privatization or staffing ratios.

Contracting out services and departmental consolidation shall not be prohibited.

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1. **Uniformity:** All new labor agreements must be based off one standard City template.
2. There shall be no joint committees to address privatization or staffing ratios.
3. Contracting out services and departmental consolidation shall not be prohibited.
4. No snap back provisions during the term or at expiration of the agreement.
5. New hires have a defined contribution retirement health care benefit.
6. Merit based promotions for certain key positions (specific positions to be defined by the standard template).
7. Restricted bumping rights and employees shall be permitted to work outside their classification.

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5. New hires have a defined contribution retirement health care benefit.
6. Merit based promotions for certain key positions (specific positions to be defined by the standard template).
7. Restricted bumping rights and employees shall be permitted to work outside their classification.
8. Existing favorable concessions negotiated in the TAs shall remain, especially those dealing with wages, benefits and pension multipliers, as approved by the PMD and FAB.
9. Multi-year term of the new agreement to be determined by the PMD and FAB as required to support the City's financial restructuring.
10. Signators to the agreement will covenant not to litigate or file grievances regarding the terms and conditions of the new agreement.
11. Parties will agree to address work rule modifications during to first year the new agreement where it will support the City's financial restructuring.
12. Signators agree to no-strike clause, no work slow down during the term of the agreement.

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