

## **ARTICLE 1**

### **PREAMBLE**

#### **SECTION 1. COLLECTIVE BARGAINING AGREEMENT.**

This Agreement was entered into on the 1st day of November, 2004, at Lansing, Michigan, by and between Human Services Support Unit of Local 517-M, Service Employees International Union, AFL-CIO, CLC (hereinafter referred to as the Union), and the State of Michigan and its principal departments and agencies covered by this Agreement (hereinafter referred to as the Employer) represented by the State Employer, and became effective on January 1, 2005, upon approval by the Civil Service Commission.

Non-economic provisions in this Agreement shall be effective according to their terms upon approval by the Civil Service Commission. Economic provisions in this Agreement shall be effective on the date specified in the applicable Article. No provision in this Agreement shall apply retroactively unless specified in the applicable Article.

#### **SECTION 2. PURPOSE AND INTENT.**

It is the purpose of this Agreement to provide for the wages, hours, and terms and conditions of employment of the employees covered by this Agreement, to recognize the continuing joint responsibility of the parties to provide efficient and uninterrupted services and satisfactory employee conduct to the public, and to provide an orderly, prompt, peaceful, and equitable procedure for the resolution of differences between employees and the Employer. Except as prohibited by the Civil Service Rules and Regulations, the provisions of this Agreement shall automatically modify or supersede: (1) conflicting rules, regulations, and interpretive letters of the Civil Service Commission and Department pertaining to wages, hours, and terms and conditions of employment; and (2) conflicting rules, regulations, practices, policies and agreements of or within Departments/Agencies pertaining to terms and conditions of employment.

If, during its term, the parties hereto should mutually agree to modify, amend, or alter the provisions of this Agreement in any respect, any such changes shall be effective only if reduced to writing and executed by the authorized representatives of the Employer and the Union and approved by the Civil Service Commission.

No individual employee or group of employees acting independently of the Union may alter, amend, or modify any provisions hereof.