



Article 1: Recognition

Section 1. Exclusive Representation

Pursuant to the Constitution of the State of Michigan, Article XI, Section 5, as amended by the electorate in 1978, and the election certification, the State of Michigan, through the Office of the State Employer and Department of State Police, hereby recognizes the Michigan State Police Troopers Association, Inc., as the exclusive representative for the purposes of collective bargaining, as set forth in the Constitutional provisions for all employees in the bargaining unit.

Section 2. Bargaining Unit

The Employer recognizes the Association as the exclusive representative for all State Police Troopers and Sergeants in the Civil Service classifications listed below:

Classification Titles	Classification Code
State Police Trooper 10	2000501
State Police Trooper E11	2000502
State Police Det. 11 (Tpr. Spl.)	2000302
State Police Spl. 11 (Tpr.)	2000402
State Police Aircraft Pilot (Tpr.) E11	2010102
State Police Sergeant 12	2010303
State Police Det. 12 (Sgt.)	2010403
State Police Spl. 12 (Sgt.)	2000403
State Police Aircraft Pilot 12	2010903

Section 3. Title Changes

Should the Civil Service classification title of the employees of the bargaining unit be changed for any reason, the change will have no bearing on the bargaining unit. The Employer will submit the proposed changes to the Association 60 days prior to the effective date of change or when the changes become known to the Employer.

Section 4. Aid to Other Organizations

The Employer will not negotiate terms and conditions of employment of members affected by the Collective Bargaining Agreement with any other employee organization, employee or group of employees, while the Michigan State Police Troopers Association remains exclusive collective bargaining representative for the Michigan State Police Troopers and Sergeants. If and when any organization, employee or group of employees request to meet to negotiate with the Employer, the Employer will refer it to the MSPTA as the certified representative organization. However, nothing in this Article shall affect or impair the right of the Employer to consult or meet with individual employees or groups of employees, concerning the exercise of their



individual rights under any law, or rule or regulation of the Department, or the terms of this Agreement.

Section 5. Special Application Position Employees Designation of Positions

Up to 24 bargaining unit positions in the following areas are hereby designated as special application positions:

- a. Executive Division
- b. Human Resources Division
- c. Behavioral Science Section
- d. One Field Services Bureau Sergeant (Bureau level position at Headquarters)
- e. Training Division

Solicitation of Information

Neither individual employees nor the Association shall request or solicit any information from special application position employees regarding the subject matter of such positions.

Application of this Agreement

The application of this Agreement to special application position employees is specifically limited to the following Articles and/or Sections:

- a. Article 2, Association Rights;
- b. Article 3, Association Dues and Checkoff;
- c. Article 4, Management Rights;
- d. Article 7, Bill of Rights, Sections 1, 2, 3, 4, 6, 7, 8, 9, 10, 12, 13, 14, and 16;
- e. Article 8, Part A, Discipline, Section 2-b; Sections 3-c,-d; Sections 5-b,-c; Sections 6, 7, 8, 9 and 10;
- f. Article 9, Grievance Procedure;
- g. Article 10, No Strike Clause;
- h. Article 11, Seniority;
- i. Article 12, Layoffs and Recalls;
- j. Article 13, Section 12, Relocation Policy (Moving Expenses);
- k. Article 17, Part C, Mobilization Meal Reimbursement;
- l. Article 20, Lunch Period;
- m. Article 22, Part A, Safety, and Part B, Training;
- n. Article 24, Part A, Individual Activity Record, and Part G, Military Courtesy;
- o. Article 26, Part A, Duty Disabilities/Injuries, and Part B, Personal Articles;
- p. Article 27, Health and Safety;
- q. Article 28, Leaves of Absence;
- r. Article 29, Uniforms and Cleaning Allowance;
- s. Article 30, Part A, Annual Leave, and Part C, Allowance for Unclassified and Military Service;
- t. Article 31, Sick Leave and Bank Time;
- u. Article 32, Insurances;



- v. Article 33, Holidays;
- w. Article 34, Longevity;
- x. Article 35, Pensions;
- y. Article 36, Salary;
- z. Article 39, Part B, Copies of Agreement.

