

Exhibit #1



Warren C. Evans
Wayne County Executive

May 8, 2015

VIA E-MAIL AND REGULAR U.S. MAIL

Jamil Akhtar, Esquire
7577 US Highway 12
Onsted, MI 49265

Re: Impact of bargaining between the parties over retirement related issues as to provisions contained in Article 38.01L

Dear Mr. Akhtar:

The provisions contained in Article 38.01L are as follows:

Upon the termination of this Collective Bargaining Agreement on September 30, 2011, the parties may agree to bargain over retirement related issues during the next round of contract negotiations. However, all issues concerning retirement, including but not limited to, any and all provisions outlined in Article 38 of this agreement, covering the period of October 1, 2008 through September 30, 2011, shall not be subject to Act 312 arbitration until October 1, 2020.

Local 3317 agreed, pursuant to your e-mail of April 15, 2015 to Tom Hathaway, to continue to meet and confer in good faith regarding our pension proposals. You insisted that we confirm that we would not, under any circumstances, use this bargaining as a means or a basis to submit pension proposals to an Act 312 arbitrator. We have agreed that this bargaining, whether to impasse or otherwise, does not change or affect the language above stating that any proposed changes to retirement may not be subject to Act 312 arbitration. As a result, we agreed, and again confirm, that we will not submit our pension proposals as LBOs to the Act 312 arbitration panel for decision.

Please do not hesitate to contact me should you have any questions.

DEPARTMENT OF PERSONNEL / HUMAN RESOURCES
LABOR RELATIONS DIVISION

500 Griswold Street, Suite 900 • Detroit, MI 48226 • (313) 224-5901 • Fax (313) 967-1230
www.waynecounty.com

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Very truly yours,



Kenneth S. Wilson
Deputy Director of Personnel/Human Resources
Director of Labor Relations

cc: Thomas M.J. Hathaway, Esquire
Bruce Campbell, Esquire