

LETTER OF AGREEMENT

BETWEEN

THE BOARD OF COMMISSIONERS OF GRAND TRAVERSE COUNTY

AND

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

AFSCME LOCAL 1079-4

RE: LOGO WEAR -CALENDAR YEAR 2025

This Letter of Agreement ("LOA") is entered into by and between **Grand Traverse County** ("the Employer") and **AFSCME** ("the Union").

Whereas, the Employer wishes to provide a one-time opportunity for employees to obtain branded logo wear; and

Whereas, the Employer and the Union desire to clarify the terms and conditions of this offer; and

Whereas, both parties agree that this benefit is limited in scope and duration, and is not intended to establish a precedent or ongoing practice;

Now, therefore, the parties agree to the following terms:

1. **Logo Wear Provider**

Eligible employees may purchase logo wear items exclusively through **Threads Custom Gear**, the County's approved vendor for branded apparel.

2. **Purchase Amount**

Each eligible employee shall be permitted a one-time, County-funded purchase of up to **\$100.00**, to be used only during the 2025 calendar year.

3. **Eligible Items**

Purchases must be limited to items listed and available on the Threads Custom Gear website. No substitutions, custom orders, or purchases from other vendors will be allowed.

4. **One-Time Use**

This is a one-time offering for calendar year 2025 and shall not be interpreted as a recurring benefit, nor shall it establish a past practice. Any future offerings will require mutual agreement between the parties.

5. **Taxable Benefit**

Any tax implications resulting from the County's purchase on behalf of an employee will be handled in accordance with IRS regulations and applicable payroll practices.

6. Collective Bargaining Agreement

All other terms of the Collective Bargaining Agreement between the parties will govern the terms and conditions of employment for the employees. It is expressly understood that this Letter of Agreement will be without precedent or prejudice for any future circumstances.

This Letter of Understanding is entered into voluntarily by both parties and shall remain in effect solely for the 2025 calendar year.

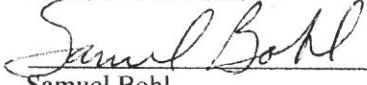
IN WITNESS WHEREOF the parties hereto by their duly authorized representatives agree to this Letter of Agreement effective the date it is fully executed.

FOR THE EMPLOYER:



Scott Sieffert, Chairperson
Board of Commissioners
8/4/25
Date

FOR THE UNION:



Samuel Bohl
AFSCME Staff Representative
8/4/25
Date

Approved as to Legal Form
For County of Grand Traverse
Cohl, Stoker & Toskey, P.C.
By: Mattis D. Nordfiord, Esq.