

DATE: June 8th, 2026

A RESOLUTION OF THE VILLAGE COUNCIL OF THE VILLAGE OF PINCKNEY AFFIRMING THE VILLAGE'S COMMITMENT TO RESPECTING EMPLOYEE RIGHTS, MAINTAINING FISCAL RESPONSIBILITY, AND PROTECTING ESSENTIAL PUBLIC SERVICES

WHEREAS, the Village of Pinckney recognizes that its employees are among its most valuable assets and are essential to providing high-quality public services to residents, businesses, and visitors; and

WHEREAS, employees of the Village possess certain rights under the Michigan Public Employment Relations Act (PERA), including the right to organize, support, oppose, or refrain from supporting labor organizations; and

WHEREAS, the Village Council respects the legal rights of all employees and is committed to ensuring that all employees are treated fairly, professionally, and without retaliation regardless of their views concerning labor representation; and

WHEREAS, the Village Council recognizes its responsibility to protect the financial stability of the Village and to ensure that public resources are managed in a prudent, responsible, and transparent manner; and

WHEREAS, the Village is currently facing significant fiscal challenges that require careful management of taxpayer resources while maintaining essential public services, infrastructure, and operations; and

WHEREAS, the Village Council is committed to maintaining uninterrupted public services including, but not limited to, water and sewer operations, street maintenance, snow removal, public safety support services, parks maintenance, and other critical municipal functions;

NOW, THEREFORE, BE IT RESOLVED, that the Village Council of the Village of Pinckney hereby affirms the following principles:

1. EMPLOYEE RIGHTS

The Village shall respect the legal rights of all employees as provided under applicable federal and state laws, including the Michigan Public Employment Relations Act.

2. NON-RETALIATION

The Village shall not tolerate retaliation, discrimination, intimidation, coercion, or adverse treatment against any employee based upon their lawful participation or non-participation in protected labor activities.

3. PROFESSIONAL CONDUCT

Village elected officials, administrators, managers, and supervisors shall conduct themselves professionally and lawfully during any labor organizing process and shall seek guidance from legal counsel when necessary to ensure compliance with applicable labor laws.

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4. FISCAL RESPONSIBILITY

The Village Council remains committed to maintaining fiscal responsibility, balancing budgets, protecting taxpayer resources, and ensuring the long-term financial sustainability of Village operations.

5. PUBLIC SERVICES

The Village Council shall continue to prioritize the delivery of reliable and efficient public services to residents while protecting the infrastructure and assets entrusted to the Village.

6. GOOD FAITH

Should any labor organization become the certified representative of Village employees, the Village shall fulfill its legal obligations and engage in good-faith collective bargaining consistent with applicable law and the financial capabilities of the Village.

7. OPEN COMMUNICATION

The Village Council encourages respectful communication among employees, management, elected officials, and residents and recognizes that maintaining positive working relationships benefits the entire community.

8. UNIFIED COUNCIL POSITION

The Village Council affirms that all official statements regarding labor relations shall be guided by the principles contained in this Resolution and that individual elected officials should refrain from making statements that could be interpreted as coercive, retaliatory, or inconsistent with applicable labor laws.

BE IT FURTHER RESOLVED that the Village Clerk is directed to provide a copy of this Resolution to all elected officials, department heads, supervisors, and administrative personnel.

DATE: June 8th, 2026

EFFECTIVE DATE:

This Resolution shall become effective upon its adoption by the Pinckney Village Council and publication in accordance with applicable law.

X
Andrea McCall
Clerk Village of Pinckney

Village Council Member _____ offered the foregoing Resolution and moved its adoption. The motion was seconded by Village Council Member _____, and upon being put to a vote, the vote was as follows:

- Jeffrey A Buerman, President
- Justin Bierman – President Pro-temp
- Stacy Conquest, Trustee
- Rob Coppersmith, Trustee
- Trisha Wagner, Trustee
- Nick Kane, Trustee
- Jo Self, Trustee

The President thereupon declared this Resolution approved and adopted by the Village of Council of the Village of Pinckney this 8th day of June 2026.

I hereby certify that the foregoing constitutes a true and complete copy Resolution No. _____ adopted by the Village Council of the Village of Pinckney, County of Livingston, Michigan at a regular meeting held on Monday June 8th, 2026.

X

Jeffrey A Buerman
Village Presidet

X

Andrea McCall
Village Clerk