



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Detroit Field Office**

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Attachment B

Employee Name  
Address

Re: Change to Collective Bargaining Agreement between Berrien County, Michigan Fraternal Order of Police Labor Council ("FOPLC") and the Equal Employment Opportunity Commission to File Late Charge of Discrimination if You Have a Discrimination Claim (tolling of Statutes of Limitations).

Dear Employee:

The Collective Bargaining Agreement between your current/former employer and the union contained an Elections of Remedies provision that limited your right to elect both a grievance and a charge of discrimination with the Equal Employment Opportunity Commission (EEOC). The FOPLC sought and the County agreed to the removal of the Elections of Remedies Provision. This letter serves to advise you of the change to the Collective Bargaining Agreement to remove the Elections of Remedies provision.

Because of the previously limited election, you may not have had an opportunity to file a charge of discrimination with the EEOC or a discrimination lawsuit. This includes any claims that you may have had arising under Title VII of the Civil Rights Act of 1964 (Title VII) (race, gender, religious, national origin discrimination), the Americans with Disabilities Act (ADA) (disability discrimination), the Age Discrimination in Employment Act (ADEA) (age discrimination), the Equal Pay Act (EPA) (wage discrimination due to gender), Genetic Information Non-Discrimination Act (GINA) (genetic information) or Pregnant Workers Fairness Act (PWFA) (pregnancy, childbirth, or related conditions discrimination). As a result, we are extending your opportunity to file a discrimination charge and/or lawsuit by three hundred (300) days from the date of this letter.

Should you have any questions about filing a discrimination charge with the EEOC or should you wish to file a charge within the 300-day window we are providing to you, please call the EEOC at (313) 774-0020.

Please retain this letter for future reference.