

6/30/94

AGREEMENT

BETWEEN

BOARD OF EDUCATION
INTERMEDIATE SCHOOL DISTRICT
OF ST. CLAIR COUNTY

and

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF
AMERICA, LOCAL NO. 339

CUSTODIANS

July 01, 1991
through
June 30, 1994

St. Clair County Intermediate School District

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Salary Schedule 1991/92

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Salary Schedule 1993/94

AGREEMENT

AGREEMENT BETWEEN INTERMEDIATE SCHOOL DISTRICT OF ST. CLAIR COUNTY AND INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL NO. 339, effective as of July 1, 1991, and continuing through June 30, 1994, except as otherwise provided herein.

ARTICLE I

Section 1 - Recognition

The District recognizes and acknowledges that the Union is the exclusive representative in collective bargaining with the employer for those classifications of employees covered by this agreement and listed in attached Schedule A.

Section 2 - Union Security

- A) Employees covered by this agreement at the time it shall become effective and who are members of the Union at that time shall, as a condition of their continued employment, continue membership in the Union for the duration of this Agreement, or shall pay to the Union the amount of money equal to the Union's regular and usual monthly dues, excluding initiation fees and other special assessments.
- B) All future regularly employed full-time bargaining unit members, as a condition of employment, should either become members of the Union or shall pay to the Union an amount equal to the Union's regular and usual monthly dues, excluding initiation fees and other special assessments. This requirement shall become effective thirty-one (31) calendar days after employment.
- C) The Union hereby agrees to indemnify, defend and to hold the District harmless from any claims made and any suits instituted against it on account of any check-off of any payment pursuant to the foregoing and on account of any dispute concerning employee's employment status by reason of any failure or refusal on the part of the employee to make such payment.
- D) When the Employer needs additional help, it shall give the Union equal opportunity with all other sources to provide suitable applicants, but the Employer shall not be required to hire those being referred by the Union.

Section 3 - Union Dues

- A) During the life of this Agreement, the District agrees to deduct by payroll deduction, membership dues and non-member assessments, excluding initiation fees and other special assessments. Such deduction shall be made from each pay period for twelve (12) months, beginning September and

Article I, Section 3, continued

ending in August of each year. The Union agrees to supply the Business Office with an initial list, including the names of each custodian, the amount to be deducted and the total amount to be submitted to the Union. This shall be done on an annual basis and will be accompanied by a properly signed voluntary deduction card. As changes occur, the Union shall notify the Business Office and submit a properly signed voluntary dues deduction card. Deductions will be made from the first two pays of the month and the amount forwarded to the Union within ten (10) days from the date of the second deduction.

- B) The Union will protect and save harmless the District from any and all claims, demands, suits and other forms of liability by the reason of the action taken or not taken by the District for the purpose to comply with this dues deduction provision.
- C) The District shall not be liable to the Union by reason of the requirement of this section of the Agreement for the remittance or payment of any sum other than that constituting actual dues or non-member assessments made from employee's wages earned.

Section 4 - Representation

- A) All employees who are covered by this Agreement shall be entitled to representation by a Union steward or a Union alternate for the purpose of processing formal grievances. For the purpose of this Agreement, there may be elected or appointed by the Union, one steward for each of the three primary currently operated by the District.
- B) The steward or alternate shall not have anytime deducted in the processing of formal grievances arising out of this Agreement occurring during regular working hours. The names of the steward and the alternate shall be given in writing to the Superintendent and no steward or alternate shall function until such time as the Superintendent has been notified of their selection. Any changes in the steward or alternate shall be reported to the Superintendent in writing.

ARTICLE II

Section 1 - Bargaining Unit

- A) For the purpose of preserving work and job opportunities for the employees covered by this Agreement, the District agrees that it will not assign the duties otherwise performed by this Unit by way of subcontract or lease in a manner so as to reduce the existing bargaining unit.

Article II, Section 1, continued

- B) For the purposes of this Agreement, part-time employees shall only include those who are regularly hired on a continuing basis for more than four (4) hours per day, and shall not include any substitute, fill-in or temporary persons.

Section 2 - Extra Contract Agreements

The employer agrees not to enter into any agreement with another labor organization during the life of this Agreement with respect to the employees covered by this Agreement; or any agreement or contract with the said employees, or any individually or collectively, which in any way conflicts with the terms or provisions of this Agreement, or which in any way affects wages, hours or working conditions of said employees, or any individual employee, or which in any way may be considered a proper subject for collective bargaining. Any such agreement shall be null and void.

ARTICLE III

Section 1 - Seniority

1. Existing Bargaining Unit members shall be placed on a seniority list from the last date of continuous employment by the District, as a custodian.
2. A new employee will be considered a probationary employee until he has completed sixty (60) work days of employment with the District. Seniority shall be calculated to the start of probationary period if employee is permanently hired.
3. When an employee acquires seniority, his name shall be placed on the seniority list. The District agrees to keep an up-to-date master seniority list which shall be posted for inspection by the employees. Any objections to a member's seniority as posted must be objected to within 30 days of such posting.
4. All layoffs and recalls shall be based on Bargaining Unit seniority.
5. Seniority or continuous service will be broken by:
 - a) Voluntary termination of employment with the District;
 - b) Discharge;
 - c) Layoff which continues for a period of more than three (3) years.
6. In the event of layoff or reduction of work force, an employee so laid off shall be given two weeks notice before layoff and shall be given two weeks notice of recall mailed to employee's last known address. In the event employee

Article III, Section 1, continued

fails to make himself available for work within the said two-week period, he shall lose all seniority rights under this Agreement and shall be deemed to have terminated his employment.

- 7) a) With twenty-four (24) hours notice by telephone, any regular employee on lay off will be given first opportunity for substitute (casual) work for which he will be paid the regular custodian rate of pay with no fringe benefits.
- b) Any new employee hired as a substitute or casual shall not become a seniority employee under this Agreement where it has been agreed by Employer and Union that he was hired for substitute or casual work. The words substitute or casual as used herein are meant to cover situations such as replacement for absenteeism. The Employer agrees to telephone the Union within two (2) weeks of hiring substitute or casual employee.

ARTICLE IV

Section 1 - Discharge or Suspension

- A) The District, except for release of a probationary employee, shall not discharge or suspend an employee without just cause.
- B) Except for release of probationary employees, an employee discharged or suspended shall have a right of access to the grievance procedure for review and appeal of the discharge or suspension.
- C) Notice of discharge or suspension shall contain a statement of the reasons for the discharge or suspension. In the event of suspension, the notice shall include the length of suspension.

Section 2 - Grievance Procedure

- A) Definition of Grievance: A grievance is a complaint by a custodian in the Bargaining Unit or by the Union in its name, based on an alleged violation, misinterpretation or misapplication of one or more of the expressed provisions of this agreement.
- B) The primary purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances. Both parties agree that these proceedings shall be kept as confidential as may be appropriate and permitted by law at each level of the procedure.
- C) At the informal level, the grievance shall be discussed with the building principal. A custodian with a grievance shall discuss it with his designated principal within ten (10) days from the date of occurrence. An attempt will be made

Article IV, Section 2, continued

- by both parties to reach amicable agreement at the informal level. There shall be no written record of this meeting.
- D) Formal level: If the grievant is not satisfied with the informal discussion, the grievant shall place the grievance in writing and present it to the principal within ten (10) working days following the completion of the informal conference.
- 1) The principal shall issue a written and signed disposition of the grievance within ten (10) working days after conference with the grievant.
 - 2) In the event that the District has established a Supervisor of Building and Grounds, the Union or the grievant, if not satisfied with the decision of the building principal, shall appeal within ten (10) working days to the Supervisor of Building and Grounds. The Supervisor of Building and Grounds shall meet with the grievant and the Union representative for the purpose of reviewing the grievance. The Supervisor shall issue a written determination within ten (10) working days from the completion of the meeting.
- E) In the event that the grievant or the Union is not satisfied with the written disposition at the previous level, or the Supervisor level, the Union shall have ten (10) working days from the date of delivery of the written decision to appeal the decision to the Superintendent.
- 1) Within ten (10) Superintendent of the appeal, he shall meet with the aggrieved party and a Union representative, if requested, to discuss the matter. The Superintendent shall render a decision in writing within ten (10) working days following the completion of such meeting.
- F) If the Union and the grievant are not satisfied with the disposition of the grievance at the superintendent level and desire to appeal the disposition; the Union shall, within ten (10) working days from receipt of the decision by the Superintendent, appeal his decision to the Board of Education by delivering a written request for appeal to the Superintendent.
- G) The Board shall meet with the grievant and the Union representative for the purpose of hearing the grievance. The Board shall, within thirty (30) working days after such hearing, render a written decision regarding the grievance.
- H) In the even that the Union is not satisfied with the disposition of the grievance by the Board of Education, the grievance may be submitted to binding arbitration according to the rules of the American Arbitration Association within ten (10) days of the receipt of the decision by the Board.

Article IV, Section 3

Section 3 - Arbitration

- A) If the Union does not file a written notice of non-acceptance of the Board's determination within ten (10) working days, the Board's determination shall be deemed to have been accepted. If the Union files a written notice within ten (10) working days that the Board's determination is not acceptable, and if such grievance is arbitrable as herein provided, the Union may then submit such grievance to grievance arbitration.
- B) Arbitration proceedings:
- 1) Demand for arbitration
 - a) The Union may appeal arbitrable grievances to grievance arbitration under and in accordance with the rules of the American Arbitration Association then in effect. Such appeal must be taken within ten (10) working days following the receipt of the District's determination.
 - b) Such demand for arbitration shall be made by written submission defining the issue to be arbitrated. The District shall then have ten (10) working days within which to reply to such submission by filing same with the American Arbitration Association.
 - 2) Powers of Arbitrator:
 - a) The arbitrator shall be empowered, except as limited herein, after due investigation, to make a decision in cases of alleged violations, misinterpretations, or misapplication of a specific Article or Section of this agreement.
 - 1) He shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this agreement.
 - 2) He shall have no power to establish salary scales, change any salary figures in the agreement, or increase or change any staffing requirements set forth in this agreement.
 - 3) His powers shall be limited to deciding whether the District has violated the specific Articles or Sections of this agreement. It is agreed (except as to the provisions set forth in this agreement) he shall have no power to change any practice, policy or rule of the District through substituting his judgement for that of the District as to the reasonableness of any practice, policy, rule or any action taken by the District.
 - 4) He shall have power to make monetary awards, but not to award monetary damages.

Article IV, Section 3, continued

- 5) In rendering decisions he shall give full recognition to the responsibilities of the Board as indicated in the Board Rights provision which establishes the District's rights, powers and authority as that exercised or had by it prior to the date of this agreement, except as specifically limited by express provisions of this agreement. His decision shall be consistent with the rights reserved to the District by this provision.
- 6) If the arbitrability of any grievance under the terms of this agreement is disputed, or if either party alleges that the other has failed to comply with the grievance or arbitration procedure, the arbitrator shall first rule on the question of arbitrability or procedure. Should he determine that the grievance is not arbitrable, it shall be referred back to the parties without decision or recommendation as to its merits.
 - b) Although the arbitrator may cite case law in making his award he shall have no power to interpret state and/or federal law, to hear any matter involving constitutional rights or to render any provisions of this agreement inapplicable by reason thereof.
 - c) The Arbitrator's decision shall be submitted in writing and shall set forth his findings and conclusions with respect to the issue submitted to arbitration.
 - d) There shall be no appeal from an arbitrator's decision if within the scope of his authority as set forth herein and it shall be final and binding on the Union, members of the Bargaining Unit, the custodian or custodians involved in the District.
- 3) **Applicability and Duration:**

Arbitration proceedings shall be confined and limited to grievances arising and growing out of facts, events and occurrences following the date of execution of this agreement by both parties. No arbitration decision made hereunder shall constitute a binding precedent with respect to the making of any new agreement between the Union and the District.
- 4) **Fees and Expenses**
 - a) The arbitrator's fees and expenses, the cost of any hearing room and the cost of a reporter, shall be borne equally by the parties.
 - b) All other costs and expenses shall be borne by the party incurring them. The expenses and compensation of any witness or participant attending the arbitration proceeding shall be paid by the party

Article IV, Section 3, continued

- calling such witness or requesting such participation.
- c) Paid leave time shall be provided any employee of District who is called to testify at an arbitration hearing with no deduction from leave bank.
- C) Grievances concerning the following shall not proceed to binding arbitration:
- 1) Individual grievances not appealed by the Union.
 - 2) Grievances initiated by a custodian or a group of custodians may not be taken to arbitration without his (their) written consent.
 - 3) Any matter which specifically by this contract is not subject to the grievance procedure, and those items which by this contract are provided to be in the sole discretion of the District.

ARTICLE V

Section 1 - Unpaid Leave of Absence

Any employee desiring a leave of absence from his employment shall secure written permission from the District. The maximum leave of absence shall be for thirty (30) days and may be extended for like periods of time. Permission for extension must be secured from the District in writing. Leave shall be granted for justifiable reasons as determined by the District. Seniority shall not accrue during such leaves or any extensions thereof. Failure to comply with the provisions of this section shall result in loss of seniority for the employee involved. Employee desiring continuation of health and life insurance benefits during such leave shall make arrangements through the Business Office for payment of such benefits before the leave is commenced. If payment is not made or if other suitable arrangements are acceptable to the Business Office, there shall be no continuation of health or life insurance benefits during such leave.

Section 2 - Short Term Leave

Employees will be allowed annually the following time off with pay subject to the following limitations:

- A) Death in the immediate family. A maximum of five (5) days per incident. Immediate family shall be interpreted to mean husband, wife, child, mother, father, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, and grandparents.
- B) Absence for other than the immediate family requires approval of the Superintendent and, if approved, shall be deducted from accumulated sick leave.
- C) Three (3) days for critical illness in the immediate family or to make arrangements for medical or nursing care for an

Article V, Section 2, continued

emergency illness in the immediate family. The Superintendent may require verification of the emergency. Such absences will be charged against accumulated sick leave.

- D) Two (2) personal business days annually will be granted-- the first day to be paid by the Board, the second day to be charged against accumulated sick leave. Employees using personal business days shall give appropriate notice to the Business Office or immediate supervisor to insure proper coverage of the facilities. Personal business days are not to be used to extend holidays or other time off or used for leisure-time activities. Personal business days must be used for those activities that cannot otherwise be scheduled outside or work hours.

Section 3 - Union or Public Office Leave

An employee elected or appointed to the Union or public office may be granted, upon request, a leave of up to twenty-four (24) months for such purpose. During such leave, there shall be no pay or other benefits, and seniority will not accrue.

Section 4 - Sick Leave & Retirement/Death Benefit

Sick leave shall accrue at the rate of one and one-half (1-1/2) days per month of active employment during the term of this Agreement. Unused sick leave may accumulate to one hundred eighty (180) days.

Upon retirement, as defined under the Michigan School Employees Retirement System, or death, employees shall be paid for all accumulated sick leave at their then current rate of pay not to exceed the sum of \$1,200 total. Such benefits may be payable to the employee or his estate in the event of death.

One additional vacation day will be awarded to custodians who have perfect attendance from July to July, other than approved vacations, holidays, funeral leave, jury duty or one (1) of the two personal days. The additional vacation day is not to be accumulative.

Section 5 - Jury Duty

An employee who is required to serve on jury duty shall not have such time deducted from his leave bank. He shall not suffer any deduction of pay resulting from such service but shall endorse and deliver to the Business Office his jury fee. Such custodian, shall notify the District of his selection for jury duty as soon as possible to allow the District to cover such absence, if necessary. Employees will not have to work less than one half (1/2) day when released from jury duty.

Article V, Section 6

Section 6 - Snow Days

The District recognizes that excessive snowfalls may make it impossible for custodians to report for their required shift. Custodians recognize because of their respective shifts notwithstanding that students may not be required to attend school. If a custodian cannot report because of excessive snow, there shall be no loss of pay nor deduction from leave bank.

ARTICLE VI

Transfers and Assignments

It is the intent of the District to assign a custodian to a particular building. However, the District reserves the right to transfer or assign, at any time, any custodians to any building either on a temporary or permanent basis. Such transfers or assignments shall be within the same classification and with no loss of pay or other benefits. The District shall, except for temporary transfers or assignments, give ten (10) ten days' notice of transfer with reasons for such transfer. The District reserves the right to assign a custodian to a different work schedule within the same building either days, afternoons, or nights. The District's assignment, reassignment or transfer shall be at its sole discretion and shall not be subject to the grievance procedure. All permanent transfers or assignments shall be made by the Superintendent.

ARTICLE VII

Section 1 - General Provisions

- A) Pay Periods: All Bargaining Unit members shall be paid every two weeks. Payments shall be by check with an itemization of the employee's earnings and all deductions made.
- B) Bonds: Should the District require any custodian to give a bond, the cost thereof shall be paid by the District.
- C) Loss or Damage: Custodians shall not be charged for the loss or damage of equipment unless clear proof of negligence is shown.
- D) Uniforms: The District will annually provide all custodians currently employed, a vendor check in amount of \$60 to used for the purchase of appropriate work clothing. The check will be issued within three (3) weeks of ratification of this agreement. The money will be used to purchase work clothing at a store of the custodian's choice. All custodians must be suitably dressed for his work assignment.
- E) Worker's Compensation: The District agrees to provide worker's compensation coverage for custodians as required by law. The District agrees to cooperate in reporting any

Article VII, Section 1, continued

compensable injuries to its carrier. A custodian who is injured on the job and who must receive medical attention or is sent home as a result of such compensable injury shall not be docked any time for the balance of his shift of that day nor shall there be any deduction from his sick leave bank. An employee who is returned to his regularly assigned duty after sustaining a compensable injury who is required to seek further medical attention shall be released from his duties where necessary without loss of pay, but such time will be charged against his sick leave bank. Health insurance coverage is to continue for up to twelve months when employee is off on workers' compensation and also seniority is to accrue.

- F) Military Service: The District agrees to re-employ all custodians returning from military service in accordance with the Federal Soldiers and Sailors Act.
- G) Vacancy: For purposes of this agreement the following definition of a vacancy shall prevail:
 - 1) New position created.
 - 2) Any leave granted by the Board in excess of 24 months.
 - 3) Discharge of existing custodian providing Board agrees to re-post the position.
 - 4) Voluntary quitting of existing custodian providing the Board agrees to re-post the position.

Section 2 - Overtime

Any employee required to work beyond eight (8) hours in one day or forty (40) hours in one week shall receive time and one-half (1-1/2) his regular hourly rate for all such hours worked.

All overtime assignments will be offered to the most senior person not currently working the shift that the overtime is needed. If overtime is refused by all members of the bargaining unit, a substitute may be utilized.

Custodians, other than those regularly scheduled for Sunday work, may reject a Sunday work opportunity if they desire.

Section 3 - Head Custodian

The Board agrees to "grandfather" the annual stipend for the three people currently receiving the \$1,400 extra per year, and will add it to their annual salary and award them pay increases as outlined in Schedule A for the life of this contract.

Section 4 - Work Days

Each custodian shall work a shift of eight and one-half (8-1/2) hours with one-half (1/2) hour for a meal break. The starting and ending times for each shift shall be determined by the District.

Article VII, Section 4, continued

Should added support be required, a custodian may request of his immediate supervisor such support and, if approved, it shall be made available.

Section 5 - Call Backs

In the event that a custodian is called back to work, he shall be paid a minimum of two (2) hours at 1-1/2 times his/her regular hourly rate.

ARTICLE VIII

Section 1 - Wage Rate

The hourly rate for the 1991/92, 1992/93 and 1993/94 years for new hires, part-time as defined herein, and full-time custodians are set forth on Schedule A, B & C attached hereto.

Section 2 - Shift Premium

Each custodian who commences a shift at or after 2:30 p.m. shall for each hour worked be paid for the 1991/92 year a shift premium of thirty-one (31) cents per hour. Each custodian whose regular shift commences at 10:30 p.m. or later shall for 1991/92 receive a shift premium of thirty-five (35) cents per hour. For 1992/93 the shift premiums shall be thirty-three (33) and thirty-seven (37) cents per hour, respectively; and for 1993/94 the shift premiums shall be thirty-five (35) and thirty-nine (39) cents per hour, respectively.

When an afternoon or evening custodian fills in for the day custodian, he will not lose his shift premium providing the employer required the change of shift. If the custodian voluntarily changes shift, no shift premium will be paid for the days worked.

Section 3 - Vacations

Each custodian shall be entitled to vacation days in accordance with the following schedule:

1st through 5th year	10 work days
After 6 years through 10 years	15 work days
After 10 years	20 work days

Vacation days shall accrue at the rate of one-twelfth (1/12) of the allowed days per month.

Section 4 - Holidays

Holidays shall be such days and at such times as published in the school calendar.

Article VIII, Section 5

Section 5 - Health Insurance

For the three years of this contract, in lieu of Messa SuperCare I, the Board agrees to provide medical insurance from SET/SEG with a \$5.00 prescription co-pay. The Board agrees to refund all premium deductions for health insurance deducted since June, 1991.

All Bargaining Unit members must assume the responsibility for any increased cost in health premiums beyond the 1993/94 insurance year. The Board's base premium shall not exceed the Board base premium for the 1993/94 insurance year. In the event the health insurance premium effective July 1, 1994 exceeds the Board's base premium for the 1993/94 insurance year, determined by the premium effective July 1, 1993, Bargaining Unit members shall be responsible for the increased premium costs. Costs are to be paid by payroll deduction starting in June, 1994.

Section 6 - Group Term Insurance

For the three years of this agreement, the District agrees to pay the actual premium cost to provide \$30,000 group term life insurance for all full-time custodians. The carrier for such coverage to be determined by the Board.

Section 7 - Dental Insurance

For the three years of this agreement, the District agrees to provide dental coverage equal in benefits to Delta Dental Plan E 80/80. The actual carrier shall be determined by the Board.

Section 8 - Optical Insurance

For the three years of this agreement, the District agrees to provide coverage equal to MESSA VSP-A through a carrier to be determined by the Board.

Section 9 - Long Term Disability

The Board agrees to pay 50% of actual premium costs to provide long term disability by injury or illness subject to carriers exclusions, limitation and reductions. Carrier to be determined by the Board. The employee must agree to payroll deduction of the remaining 50% in writing prior to long term disability coverage being provided.

Section 10 - Perfect Attendance

If an employee attains perfect attendance for six months with the exception of holidays, bereavements days, and other days the ISD is closed, the employer agrees to pay a \$75 bonus. It will be up to the employee to notify the personnel office once the six months perfect attendance is attained.

ARTICLE IX

Section 1 - Separability

If any provision of this agreement or any application of the agreement to any employee shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 2 - District's Rights & Responsibilities

The District hereby retains and reserves all powers, rights, authority, duties and responsibilities conferred upon or had by it prior to this agreement, and shall be limited only by the terms and provisions of this contract.

ARTICLE X

Section 1 - Effective Date of Wages & Fringes

This agreement as to health insurance and life insurance shall be effective as soon as coverage can be obtained after the date of signing of this agreement. All other benefits shall be retroactive to July 1, 1991 in accordance with the terms of this agreement.

Section 2 - Term of Agreement

This is a three-year contract covering the following years: 1991/92, 1992/93, and 1993/94.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hand and seals this 14th day of October, 1991.

INTERNATIONAL BROTHERHOOD OF
TEAMSTERSM CHAUFFEURS, WARE-
HOUSEMEN AND HELPERS OF AMERICA
LOCAL NO 339

INTERMEDIATE SCHOOL DISTRICT
OF ST. CLAIR COUNTY

By Tim Drechale Rec. Sec.

By 
Joseph K. Caimi
Superintendent

By Mary E. Neubert

By George Ann Ragle
George Ann Ragle, Director
Business & Personnel

NEGOTIATING TEAM MEMBERS:

By Richard J. Frank

By _____

By _____

By _____

SCHEDULE A

1991/92 Hourly Rate

Part-time and Probationary	\$ 6.51 (5.5%)
Custodian Position	10.69 (5.5%)
"Grandfathered" Custodian	11.18 (3.5%)

1992/93 HOURLY RATES

Part-time and Probationary	\$ 6.74 (3.5%)
Custodial Position	11.06 (3.5%)
"Grandfathered" Custodial	11.46 (2.5%)

1993/94 HOURLY RATES

Part-time and Probationary	\$ 7.04 (4.5%)
Custodial Position	11.56 (4.5%)
"Grandfathered" Custodial	11.86 (3.5%)

