

A G R E E M E N T

THIS AGREEMENT, made and entered into by and between the BOARD OF EDUCATION FOR THE MEMPHIS COMMUNITY SCHOOLS, hereinafter referred to as the "Employer," and LOCAL 516-M, SERVICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO, hereinafter referred to as the "Union."

WITNESSETH:

In consideration of the premises and the mutual covenants and promises of the parties hereto, it is hereby agreed as follows:

PURPOSE AND INTENT
OF THE PARTIES

The purpose of the Employer and the Union in entering into this labor agreement is to set forth their agreement on rates of pay, hours of work, and other conditions of employment so as to promote harmonious and peaceful relations between the Employer and the Union which will serve the best interests of all concerned.

NOW, THEREFORE, the parties hereto agree as follows:

ARTICLE I

Management Rights

1.1 All rights and powers of management and of administration and supervision of personnel not specifically modified by this contract are retained by the Employer.

Paul Breston
6843 Fremont Rd.
St. Clair, Mich. 48079 Page One

Memphis Community Schools

ARTICLE II

Employee Defined

For the purpose of this Agreement, the term employee shall include all custodians, secretaries, clerks and cafeteria employees except supervisors, confidential employees and all other school employees.

ARTICLE III

Recognition, Payroll Deduction and Union Security

3.1 The Employer recognizes the Union as the exclusive representative of all employees as defined in Article II hereof.

3.2 Employees covered by this Agreement at the time it becomes effective, and who are members of the Union at that time, shall, as a condition of continued employment, continue membership in the Union for the duration of this Agreement or shall pay to the Union an amount of money equal to the Union's regular and usual monthly dues including initiation fees and other assessments.

All future regular full-time or part time employees, as a condition of continued employment, shall either become members of the Union or shall pay to the Union an amount of money equal to the Union's regular and usual monthly dues including initiation fees and other assessments. Students participating in the N.Y.C. work experience program are employees subject to the terms and conditions of this Agreement.

During the period of time covered by this Agreement, the Employer agrees to deduct monthly from the pay of the Employee all regular and usual dues including initiation fees and other

assessments of the Union, levied in accordance with its Constitution and by-laws, or representation fee equivalent to dues; provided, however, that the Union presents to the Employer an authorization signed by the employee allowing such deductions and payments to the Union. Changes either as to additions in Union membership or changes in dues will be certified to the Employer in writing by the Union at least one (1) month in advance of the effective date of the change.

The amount of dues will be certified in writing to the Employer by the Secretary-Treasurer of the Union. Normally, the deductions will be made the first pay of the month and the amount of the dues, or representation fee equivalent to dues, forwarded to the Union no later than the 20th of the month.

For new employees, the payment of dues, or representation fee equivalent to dues, shall start no later than thirty-one (31) days following completion of the probationary period.

The Union will indemnify, defend and hold the Employer harmless against any claim made, and against any suit instituted against the Employer on account of any check-off of Union dues, or representation fee equivalent to dues, or discharge of an employee for failure to authorize the deduction of such dues, or representation fee equivalent to dues, or failure to pay dues, or representation fee equivalent to dues.

ARTICLE IV

Representation

4.1 All employees who are covered by this Agreement shall be represented by one (1) steward and one (1) alternate, for the purposes of grievance procedure and negotiating by stewards and a bargaining committee to be chosen by the Union.

4.2 The Bargaining Committee shall be composed of four (4) employees, chosen by the Union from this division. The Division Union Chairman, and such other Union officers and representatives as indicated in paragraphs 5.2 and 5.3.

ARTICLE V

Job Status and Function of Union Officers

5.1 If mutually agreed upon, the steward and/or alternate shall be paid by the Employer for time spent in the processing of grievances arising out of this Agreement during their regularly scheduled working hours, at their regularly scheduled rate of pay.

5.2 The steward and/or alternate shall be governed by established rules, regarding the handling of employee grievances and negotiations as are indicated in the grievance procedure.

5.3 Division officers may absent themselves from their assigned work to handle Union business when arrangements are made as far in advance as possible by the Division Chairman or other authorized representative. This lost time to be paid for by the Local Union.

5.4 The names of the officers, steward and alternate steward shall be given in writing to the Employer, and no steward or alternate shall function as such until the Employer has been advised of his selection in writing by the officers of the Local Union or Chairman of the Division or an International or Council representative. Any changes in the steward or alternate shall be reported to the Employer in writing as soon as practicable.

5.5 Executive Officers of the International Union or their representatives duly authorized to represent the Union, and/or the

President of the Local Union, if not employed by the Employer, will be permitted to participate in meetings relative to hours, wages and working conditions and will be paid his regular rate for time spent in such meetings, for the hours he would have otherwise worked.

5.6 Any steward or alternate having an individual grievance in connection with his own work may ask for an Officer of the Division to assist him in adjusting the grievance.

ARTICLE VI

Grievance Procedure

6.1 Notwithstanding anything in this Article to the contrary, it is understood and agreed that nothing contained herein shall abridge the right of the individual employee to process his own grievance with representation, consistent with the terms of this collective bargaining agreement.

6.2 A grievance shall be defined as a violation, misinterpretation or misapplication of any provision of this Agreement. Any grievance not initiated as set forth herein within seven (7) working days of the occurrence thereof shall be considered as having been waived and being null and void.

6.3 STEP ONE: A grievance shall be initiated by the employee communicating the alleged grievance to his supervisor. Any employee may request his supervisor to call his steward to assist him in handling his grievance. The supervisor will, if so requested, arrange a meeting promptly and at a mutually convenient time without further discussion of the grievance.

STEP TWO: A grievance which is not settled within

two (2) working days of the initiation thereof shall be reduced to writing on appropriate forms and signed by the aggrieved and the steward. The steward shall meet with the supervisor not later than three (3) working days following the signing of the grievance. The supervisor and the steward shall attempt to settle the grievance. The supervisor shall write his disposition on all copies of the grievance form and shall return a signed copy thereof to the steward within three (3) working days.

STEP THREE: If the grievance is not adjusted by any of the above Steps, the Bargaining Committee, within seven (7) working days of receipt of the Step Two answer, may forward the grievance to the Board of Education. The grievance shall be taken up at the next regular or special meeting of the Board or at an executive session on the same day of any of said meetings. The Board shall render its decision within seven (7) working days after the meeting.

STEP FOUR: If no agreement can be reached in the preceding step, within ten (10) working days, either party may in writing, request arbitration. The party requesting arbitration shall promptly thereafter file a demand for arbitration with the American Arbitration Association in accordance with the then applicable rules and regulations of the Association. The expenses of the Arbitrator, excepting the parties' own expenses, shall be borne equally by the Union and the Employer. The Arbitrator shall have the authority and jurisdiction to determine the propriety of the interpretation and/or

application of the collective bargaining agreement respecting the grievance in question, but he shall not have the power to alter or modify the terms of this agreement. With respect to arbitrations involving the discipline or discharge of employees, the arbitrator shall determine if the discharge or discipline was for just cause; and he may review the penalty imposed and if he shall find it to be inappropriate and/or unduly severe, he may modify it accordingly. He shall have the authority in cases concerning discharge, discipline and/or other matters, if he shall so determine, to order the payment of back wages and compensation for an employee, which the employee would otherwise have received, and/or enter such other and/or further award as may be appropriate and just. His award shall be final and binding on the parties and affected employees.

6.4 If additional time is deemed necessary to properly investigate matters relative to the grievance at any Step outlined above, such additional time may be granted only if mutually agreed upon between the Union and the Employer.

6.5 Failure to appeal a decision to the next Step within the time limits set forth above shall constitute acceptance of the last decision thereon and shall bar future action on the grievance.

6.6 Failure at any Step of the grievance procedure to communicate the decision on a grievance within the specified time limits shall permit lodging an appeal to the next Step of the procedure within the time which would have been allotted had the decision been timely given. The grievance procedures provided in this agreement shall be supplementary or cumulative

to, rather than exclusive of, any procedures or remedies afforded to any employee by law.

ARTICLE VII

Seniority

7.1 New employees will be considered as probationary employees until they have been employed in a regular position for ninety (90) calendar days, at least forty-five (45) of which must be during the time school is in session from September to June; however, fringe benefits shall accrue after ninety (90) calendar days. After completing his probationary period, the employee's seniority date shall be the date he was last hired. The Union shall represent probationary employees for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment as set forth in Section 3.1 of Article III of this Agreement. The Employer shall have the right to discharge and discipline probationary employees and the action is not subject to appeal or grievance. Probationary employees shall not be entitled to any benefits, including, but not limited to, holiday pay, insurance, and accruing or taking sick leave or other types of leave, except as set forth above.

7.2 When an employee acquires seniority, his name shall be placed on the seniority list. An up-to-date master seniority list shall be made available to all employees for their inspection by posting where practical or by a satisfactory equivalent method. There will be one seniority list including all bargaining unit employees but said list will be segregated as custodians, cafeteria and clerical sections.

7.3 Inasmuch as it is the intent and purpose of this

paragraph to preserve the principal that provided the employee has the ability to perform the work, job security should increase in proportion to length of continuous service without interruption to the efficient operations of the Employer, layoffs and recalls will be based upon seniority, provided the senior employee has the ability to do the work required. The senior employee may enter any lower classification, the duties of which he is capable of performing. Employees will be returned to their own classification before the recall of any other laidoff employee with less seniority in the classification from which the senior employee was laidoff or recalled. Employees who exercise their seniority under this section will be paid at the rate of the job that they are assigned to.

7.4 Seniority or continuous service shall be broken by:

(A) Voluntarily quitting the service of the Employer.

(B) Failure of an employee to report his absence from a regularly scheduled work day for a period of five (5) consecutive days, or failure of employee on layoff to report or acknowledge such notice to report within five (5) days of written notice, shall be reported by the Employer to the Union in writing, and a copy of such report shall be mailed by certified mail to the employee involved at his last known address as shown on Employer records. If, within seven (7) days thereafter, good and sufficient reason is not shown for failure to

report, such employee shall be deemed to have voluntarily quit the service.

(C) An employee who fails to accept any work offered in accordance with the provisions of this section in lieu of layoff or an employee on layoff who fails to accept any work offered shall also be deemed to have voluntarily quit the service.

(D) Discharge unless reversed by the grievance procedure.

(E) Layoff which extends beyond one (1) year.

7.5 Supervisory employees shall not be permitted to perform work within the bargaining unit, except in the case of an emergency arising out of an unforeseen circumstance which calls for immediate action, and the instruction or training of employees, including demonstrating the proper methods to accomplish the task assigned.

ARTICLE VIII

Transfers and Promotions

8.1 All job openings within the bargaining unit shall be posted on bulletin boards at least five (5) working days in advance of the filling of the position. A copy of all job openings shall be sent to the home address of the steward so as to provide an opportunity for absent employees to apply for such openings.

8.2 If a vacancy is of an emergency nature, supervision may designate a temporary substitute for a period not to exceed thirty (30) working days. If the temporary substitute works in the position for over thirty (30) working days, he starts his probationary period and is liable for the payment of Union dues.

Temporary help may be hired for routine maintenance, cutting of grass and painting during the months of June, July and August.

8.3 In the event of job opening, the senior qualified employee who desires to fill the job and who applies for same shall be given first consideration for transfer or promotion. If there is more than one qualified applicant, seniority will prevail.

8.4 An in-service training program will be established by the Employer in order to familiarize the successful applicant with his new job routine. Any employee filling a vacancy by promotion shall be given up to ninety (90) days to prove his ability. If unable to qualify, he shall return to his former position without prejudice at the rate of pay for such position.

8.5 Beginning with the first day of the payroll period succeeding the tenth (10th) working day in the higher classification, the employee shall be paid the rate agreed upon for the classification, but shall still be subject to the ninety (90) day period provided in the immediately preceding paragraph.

8.6 Employees may exercise their prerogative to refuse a transfer or a promotion without bias or loss of seniority.

8.7 New employees shall be hired at the lowest classification and shall be advanced to higher classification as outlined in paragraph 8.3 so long as the employee is capable of doing the work. No new employee shall be hired to fill a vacancy except at the lowest classification, so long as senior employees who have applied and are capable of filling the position under the conditions outlined above.

ARTICLE IX

Hours of Work

9.1 Except for employees hired for less than eight (8) hours, the regular working day is eight (8) hours per day (Monday - Friday), all hours worked over the regular scheduled work day of eight (8) hours per day (Monday - Friday), not including an unpaid lunch period of one-half (1/2) hour, (except employees working the 3:30 to 11:30 p.m. shift), will be paid at the rate of one and one-half (1-1/2) times the regular hourly rate. Unscheduled work on Saturday and Sunday shall be paid for at one and one-half (1-1/2) times the hourly rate.

9.2 Subject to the Employer's management right to establish starting and quitting times and work schedules and except for employees hired for part-time work, the Employer will establish the starting and quitting times for each employee at the beginning of the school year and these hours will not be changed thereafter without the consent of the Union and the employee involved.

9.3 Any employee reporting for work during his regular scheduled working hours, who is sent home through no fault of his own, shall be paid for two (2) hours of work. Any employee called out to work outside his regular scheduled working hours shall also be paid for a minimum of two (2) hours of work. Such time shall commence at the time of call.

9.4 Overtime will be equalized to the fullest extent possible. However, employees working less than eight (8) hours daily shall be assigned work first, then regular employees will be given the next opportunity to do so.

9.5 Manning procedure to cover absences for any reason shall be as follows:

(a) Whether the job is manned is at the discretion of Employer.

(b) Anyone wanting to work overtime will sign an overtime list that he wishes overtime and will work it if offered overtime.

(c) If the Employer decides to man the job when an employee is absent, except as otherwise provided in Section 8.2 hereof, it shall be done in the following order:

(i) Regular substitutes will be used first, but not if this results in payment of overtime rate to the regular substitute;

(ii) Then Employer can use another employee in the same building who works less than an eight (8) hour day;

(iii) Then Employer can man the job by offering overtime to other employees in the same building;

(iv) Then Employer will make not more than five (5) calls to offer overtime to employees on the overtime list.

ARTICLE X

Compensation

The wages of employees covered by this Agreement are as set forth in Schedule "A" which is attached to and incorporated in this Agreement.

ARTICLE XI

Vacations

11.1 Vacation leave will be computed from the employee's hiring date and vacation leave with pay will not be granted to any employee who has not completed at least one (1) year of employment. Vacation leave with pay will not be granted before vacation time has been earned.

11.2 Employees will be credited with vacations as follows: one week after one year of employment; two weeks after two years of employment; three weeks after seven years of employment; and four weeks after sixteen years of employment.

11.3 Paid holidays falling within a paid vacation will not be charged against the earned vacation time. Employees shall be permitted to choose vacation time, subject to the exigencies of employment needs. Whenever possible, the employee shall have the right to choose the time of his vacation. Senior employees shall have first choice.

11.4 Any employee who terminates his employment with the Employer shall be entitled to take his prorated accumulated vacation pay at the rate of pay received by said employee at the time of his leaving. Vacations must be taken on a yearly basis and not accumulative unless prior approval is received in writing from the Superintendent of Schools.

ARTICLE XII

Holidays

The following regular holidays shall be observed and all employees shall be paid their usual and regular rate of

pay: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, and Christmas Day. If a holiday falls on Sunday, the employees will observe the same on Monday; if a holiday falls on a Saturday, the Employees will observe the same on Friday. In addition, employees will be required to work only one-half (1/2) day on Good Friday and only one-half (1/2) day on the last working day before Christmas but shall receive a full-day's pay. Cafeteria personnel will receive three (3) hours pay on those days other bargaining unit employees have the one-half (1/2) day holiday. An exception will be made whenever school is in session on a holiday. In such case, all employees will be expected to report for work.

ARTICLE XIII

Leaves of Absence

13.1 Upon application by the employee to the Employer, unpaid leaves of personal absence shall be granted in the case of justifiable reasons. Leaves of personal absence shall not exceed twelve (12) months. Seniority of the employee will not accumulate during leaves of absence under this paragraph which exceed six (6) months. Leaves of personal absence not in excess of the maximum time provided for in this paragraph may be extended upon written application of the employee and upon the approval of the Employer in advance of the expiration date. Disposition of all requests for leaves of absence and extensions thereof shall be in writing.

13.2 Any employee who accepts other employment while on leave from the Employer will be considered to have terminated his employment. Any employee who does not report back to work

by the expiration date as set forth in his leave of absence notice, or does not receive an approved extension shall be deemed to have voluntarily quit the service of the Employer pursuant to paragraph 7.4 of this Agreement.

13.3 In addition to the sick days allowed for the illness of the employee as hereinafter provided for, the employee will be allowed annually the following time off with pay and these days will be deducted from his sick leave days (non-accumulative):

(A) Death in the immediate family - a maximum of three (3) days per incident. Immediate family shall be interpreted as husband, wife, child, mother, father, brother, sister, grandchild, father-in-law, mother-in-law, brother-in-law and sister-in-law.

(B) Three (3) days for critical illness in the immediate family or to make arrangements for medical or nursing care for an emergency illness in the immediate family. However, the Board may require verification of the need at its discretion.

(C) Two (2) personal leave days annually will be allowed for business reasons that cannot be met outside of the regular working day, such as, probating a will, property transactions, etc., providing a minimum of three (3) day's notice is given to the Employer. A personal leave day will not be permitted for purposes of personal pleasure, such as, travel, hunting, sports events or vacation.

13.4 Application to have absences charged against sick leave will be made in accordance with administrative directive.

13.5 Any employee covered by this Agreement who enters upon the active duty in the United States Military Service, who: (1) is still qualified to perform the duties of his former position, and (2) makes application for re-employment within ninety (90) days after he is released from active duty, shall be restored to his employment and his status with respect to other employees shall be the same as if he had not entered the service as hereinabove provided for.

13.6 Employees elected or appointed to Union or public office may be granted leaves in excess of twelve (12) months. Seniority of such employees shall not accumulate during leaves of absence under these conditions, except as provided for in paragraph 13.1 of this Agreement.

ARTICLE XIV

Sick Leave

14.1 Sick leave shall accrue at the rate of one (1) day per month for each month of active employment during the term of this Agreement. Cafeteria personnel shall accrue sick leave at the rate of six (6) days per year. Accumulation shall be limited to a maximum of Seventy-five (75) days for twelve-month employees, Fifty (50) days for ten-month employees and Thirty (30) days for Cafeteria personnel. Sick leave will not be granted for the day before or after a holiday or a vacation.

14.2 A certificate of inability to work by reason of illness from a physician certified to practice in the State of Michigan may be required as evidence of the illness before sick leave for the period of illness is allowed. Sick leave pay will not be allowed for injuries or illness connected with

outside employment.

ARTICLE XV

Supplemental Workmen's Compensation

15.1 Any employee who is absent because of an injury or a disease compensable under the Michigan Workmen's Compensation Law shall receive from the Employer, from the employee's accumulated sick leave only, the difference between the statutory allowance under the Workmen's Compensation Act and his regular salary, with a prorated subtraction of one-third (1/3) day for each day used of said accumulated sick leave until the same has been depleted.

15.2 An employee, while absent due to a compensable injury under the Michigan Workmen's Compensation Act, shall accumulate seniority, vacation time and sick leave benefits as provided for in this contract as though he would have worked. However, accumulation of benefits, except seniority, shall cease at the end of two (2) years from the date of the approval of benefits under the Workmen's Compensation Act.

ARTICLE XVI

Insurance

The Employer will pay the cost of hospital-medical-surgical insurance for employees annually scheduled for 1,000 hours or more (Blue Cross-Blue Shield HWP-1 Plan), who make proper application to participate in the plan that is in effect with the Employer. The provisions of this group policy and the rules and regulations of the carrier will govern as to the commencement and duration of benefits and all other

aspects of coverage. The Employer's sole and only responsibility shall be for the payment of premiums as set forth in this paragraph.

ARTICLE XVII

Severance Pay

A retirement allowance of one-half (1/2) of all accumulated sick leave will be paid to the employee who qualifies for immediate retirement as required by the Michigan Public School Employees Retirement Board and providing the employee shall have a minimum of eight (8) years service in the District immediately prior to retirement and shall have reached sixty (60) years of age at the time of leaving the school system.

ARTICLE XVIII

General Provisions

18.1 Bulletin boards will be provided for the use of the employees, bulletin boards will be used for the posting of notices of legitimate employee activities only, and in no case shall advertising, political, obscene or scurrilous printed or written matter be placed on any bulletin board.

18.2 All employees shall be entitled to two (2) fifteen (15) minute coffee breaks without loss of pay, one prior to the employees' meal period and one following.

18.3 A reasonable length of time shall be granted all employees to clean up before the end of the work day.

18.4 The Employer will pay the premium for group term life insurance protection in the face amount of Two thousand

(\$2,000.00) Dollars for each employee under a group policy with a carrier selected by the Employer. Coverage will commence on or about January 1, 1974. The provisions of the group policy and the rules and regulations of the carrier will govern as to the commencement and duration of benefits and all other aspects of coverage. The Employer's sole and only responsibility shall be to pay the premiums on the Group Term Life Insurance Policy.

18.5 The Employer will issue pay checks to the employees on Friday of every other week.

18.6 Any employee selected for a supervisory position shall have six (6) months in which to elect to stay in such capacity or return to the bargaining unit without loss of seniority. A former bargaining unit employee working in a supervisory position longer than six (6) months may return to the bargaining unit, when mutually agreed to by the Employer and Union, with the time spent in such supervisory capacity deducted from his seniority. Such employee's seniority date will be adjusted by adding time spent in such supervisory capacity to his last date of hire.

18.7 If an employee covered by this Agreement is called for jury duty, the employee shall be compensated by the Employer for the difference between what he received for such duty and what he would have been paid had he worked. Employer may require such proof as it deems necessary to establish that an employee has been selected for such duty and has served in such capacity.

ARTICLE XIX

Term of Agreement

19.1 This Agreement shall be retroactive to July 1.

1973 except as otherwise provided herein, and shall remain in full force and effect to June 30, 1976, and shall be renewed from year to year thereafter. Provided either party may reopen the agreement for changes in wages, holidays, insurance, vacation or the consideration of additional economic fringe benefits not included in this Agreement, by serving written notice on the other party of its desire to reopen for such purposes at least sixty (60) days prior to June 30, 1974 and June 30, 1975; and provided further that either party hereto may reopen the Agreement for changes or amendments or may terminate the Agreement by serving written notice on the other party of its desire to change, amend or terminate at least sixty (60) days prior to June 30, 1976.

19.2 If any law now existing or hereafter enacted, or any proclamation, regulation, or edict of any state or national agency shall invalidate any portion of this Agreement, the entire Agreement shall not be invalidated, and either party hereto upon notice to the other may reopen for negotiation the invalidated portion, and if an agreement hereon cannot be reached within thirty (30) days, either party may submit the matter to the State Labor Mediation Board.

SCHEDULE "A"

<u>Pay Classification</u>	<u>Start</u>	<u>90 Days</u>	<u>One Year</u>
Secretary (10-month)	\$2.75	\$2.85	\$3.00
Clerk	\$2.25	\$2.40	\$2.55
Bookkeeper	\$3.00	\$3.10	\$3.40
Building Head	\$3.45	\$3.65	\$3.85
Custodian	\$3.20	\$3.40	\$3.60
Head Cook	\$2.75	\$3.00	\$3.25
Assistant Cook	\$2.10	\$2.25	\$2.40
Server	\$2.00	\$2.15	\$2.30

OFFICE OF THE SUPERINTENDENT

October 23, 1974

Contract Changes, Additions for the
1974-1975 School Year
Local 516M-SEIU

- Wages: 25¢ per hour, across the board for all Local employees.
- Insurance: Present Life Insurance to be increased to \$3,000.00 per member.
- Hospitalization: This will be based upon the type of insurance accepted by other bargaining units within the School, with fully paid single subscriber.
- Vacations: One (1) week after one (1) year of employment.
Two (2) weeks after two (2) years of employment
Three (3) weeks after six (6) years of employment
Four (4) weeks after fifteen (15) years of employment. ALSO, vacations for ten (10) month employees shall be taken in the summer only.
- Kitchen: Kitchen personnel to receive ten (10) Sick Leave Days per year, with an accumulation of fifty (50) days maximum.
- Insurance Extra: Employees who do not subscribe to the BC/BS Program will receive an additional \$2,000 in Life Insurance. Example - such members shall receive a \$5,000 insurance policy.

H. Kubisch, President Bd. of Ed.

Paul Brettin

P. Brettin, President Local 516M

F. Yacione, Treasurer Bd. of Ed.

Winifred Rowert

W. Rowert, Chairman Local 516M

C. Walters, Secretary Bd. of Ed.

Bonnie Bruman

B. Bruman, Secretary Local 516M

DCR/MKM