

June 30, 1971

Garden City

1968-71 CONTRACT AGREEMENT
BETWEEN
CLERICAL, TECHNICAL, PROFESSIONAL EMPLOYEES, LOCAL #417-O.P.E.I.U.-AFL-CIO
AND CANADIAN LABOR CONGRESS
AND
THE BOARD OF EDUCATION OF THE SCHOOL DISTRICT OF THE CITY OF
GARDEN CITY

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University

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PREAMBLE

This Agreement between the Board of Education of the School District of the City of Garden City, Michigan engaged in education service to the community hereinafter referred to as the "Employer" and Local 417, Clerical, Technical and Professional Employees Union, AFL-CIO, hereinafter referred to as the "Union" for and in behalf of the employees now employed and hereinafter employed by the Employer within the unit of representation as hereinafter described and designated herein as the "Employees."

DECLARATION OF POLICY

The purpose of this Agreement is to promote the mutual interests of the School District and its employees, and to provide and secure adequate dependable service to the School District and to the public under conditions which will further, to the fullest extent possible, the safety and welfare of the employees, and economy and efficiency of operation, correlating the above with the General Policy Manual of the Board of Education for the City of Garden City.

The Union, employees, and the Employer recognize that "The Board of Education of the School District of the City of Garden City, Michigan is committed to a philosophy of educational service to the children of this community." It is further recognized by the parties that as a fundamental principle of public service, the general personnel policies, practices, and procedures are set forth in order to provide the best service possible and to eliminate the interruption of service by labor disputes or controversies.

Therefore, in recognition of these principles, the Board of Education and the Union enter into this Agreement with respect to hours, wages, and working conditions.

ARTICLE I

RECOGNITION OF UNION

A. The Board of Education of the School District of the City of Garden City recognizes the Union as the sole exclusive bargaining agent for all employees under the classification of Cafeteria Workers, Custodial Employees and Bus Drivers, in respect to wages, hours, and other terms and conditions of employment. The Employer further agrees it will not recognize, deal with, or enter into contractual relations, either written or oral, with any other labor organization in regard to wages, hours, or other terms and conditions of employment in behalf of any of its employees covered under the terms of this Agreement at any time during the term of this Agreement.

B. There shall be no discrimination at the time of employment against any prospective employee because of membership or non-membership in any labor organization, and there shall be no discrimination against any employee by supervisors or any other person in the employ of the employer because of membership or non-membership in any labor organization.

C. The Employer and the Union agree that they will not discriminate against any employee or applicant for employment because of race, creed, color, sex, national origin or ancestry of any individual or because of the liability for service in the armed forces of the United States of any individual, or refuse to hire or employ or to bar or to discharge from employment such individual or to discriminate against such individual in compensation or terms, conditions or privileges of employment.

D. The Union agrees not to solicit membership or collect dues on the Employer's time, and the Employer will not permit any other group or union to solicit membership or collect dues on the Employer's time.

ARTICLE 1

Recognition of Union - continued

E. The Employer recognizes the established rights, responsibilities, and values of the Union and has no objection to its employees becoming members of the Union, which is responsible in conjunction with the Employer for making and keeping this Contract. The Employer specifically will not tolerate, on the part of its representatives, any discrimination of activity whatever against the Union and will not condone anti-union activity on the part of any administrator or an employee acting as an agent of the Employer.

ARTICLE II

UNION SECURITY

A. The Employer will deduct from the pay of each union member employee having signed a check-off authorization or assignment form, all union dues. All deductions shall be made during the first pay of each calendar month. All sums deducted shall be remitted to the Secretary-Treasurer of the Union not later than the fifteenth (15th) day of the calendar month in which such deductions are made. The chairman of the bargaining committee shall forward the proper authorization forms to the Employer for all deductions to be made on the Friday preceeding the last day of the first pay period of the calendar month.

B. Employees of the school district shall not be eligible for membership nor be represented by the Union unless and until they shall have completed a minimum of thirty (30) days of service and shall have satisfactorily completed the thirty (30) day probationary period. Upon written notice to the Union prior to the 25th day of the original thirty (30) day probationary period.

C. The Union will indemnify and save harmless the Board of Education for all sums improperly checked off and remitted to the Union, plus any costs, including attorney's fees, incurred by the Board of Education in connection therewith.

Agency Provision

1. Any future employee who is not a union member and who does not make application for membership, shall, as a condition of employment, pay to the union each month a service fee to be put into the union general fund in an amount equal to the regular monthly dues, plus initiation fee.
2. Present union and present non-union members and those voted out of membership by the union shall pay a service fee in an amount equal to the monthly dues into the union general fund.

ARTICLE II
UNION SECURITY - continued

3. Employees who fail to comply with these requirements in Section 1 or Section 2, shall be discharged by the employer within thirty (30) days after receipt of written notice to the employee and employer from the union.
4. Upon request, any employee may have a report on the use of agency funds.

ARTICLE III

NEGOTIATING COMMITTEE

A. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party, and each party may select six (6) representatives and two (2) alternates from within or outside the School District. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a membership quorum of the bargaining unit, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, counter proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

B. Within ninety (90) days, and not less than sixty (60) days prior to the expiration of this Agreement, and upon written notice, the parties will begin negotiations for a new agreement for the following year or years covering wages, hours, and terms and conditions of employment of employees employed by the Board. Both parties by mutual agreement may begin negotiations for improvements of the present contract within 90 days of expiration of the second year of this contract.

ARTICLE IV

SENIORITY

Seniority is a preference of priority in regular and continuous length of service with definite rights qualifying employees who have completed service with the Employer. The purpose of seniority credit is to provide security on a regular and continuous length of service basis.

The relative seniority of employees hired on the same day shall be determined by drawing lots, the drawing to be conducted in the presence of a Union bargaining committeeman; such drawing to be held upon the date of employment and shall be the final determination of the Employees seniority standing.

ARTICLE V

HOURS OF WORK

A. The standard work day shall not be more than eight (8) consecutive hours, in any twenty-four (24) hour period.

B. The standard work week shall be not more than five (5) consecutive days in any seven (7) day period. The work week shall begin at 12:01 a.m. on Monday.

C. The employees shall be paid time and one-half for all work in excess of forty (40) hours in any one week. A regular scheduled work week of less than five (5) days would be prorated on an eight (8) hour day basis for determining such overtime.

D. Whenever an employee who for reasons beyond his control is caused to wait for work because of lack of tools, material, etc., such waiting time shall be paid for at his or her regular hourly rate of pay.

E. Whenever an employee has been scheduled or notified to report for work and is sent home due to no fault of his own he shall receive one-half ($\frac{1}{2}$) of his regular pay or be provided with some type of work of a reasonably similar nature for one-half ($\frac{1}{2}$) of his regularly scheduled hours.

F. Overtime shall be divided as evenly as possible among available men qualified to do the job.

G. All employees shall be paid for days worked only, plus their holidays, vacation days, accumulated sick days and compensatory days.

ARTICLE V
HOURS OF WORK-continued

I. All bus drivers will be paid on an hourly basis. When called in to make a special run on Saturday or Sunday a bus driver will receive a minimum of two hours pay. Waiting time requested by the supervisor will be paid. Waiting time between runs, one hour or less, will be paid for at the regular rate.

J. When work is performed on a holiday, the employee shall be paid time and one half for all hours worked, plus the 8 hour holiday pay.

K. To what extent possible, bus runs which require hours longer than their regular scheduled runs will be given to regular bus drivers.

ARTICLE VI

DISCIPLINE AND DISCHARGE

An employee shall be discharged and removed from the seniority list for the following reasons only:

1. He quits.
2. He is discharged, and the discharge is not reversed through the grievance procedure.
3. He is absent for three (3) consecutive working days without notifying the Employer of such absence, unless failure to do so is due to circumstances beyond his control.
4. He fails to return to work within three (3) days after a registered letter, return receipt requested, is dispatched by the Employer unless the said employee presents reasonable cause (sustained by facts) for his failure to return to work.

ARTICLE VII

LEAVES

A. An employee will earn and accumulate one (1) day of sick leave (prorated to his normal pay) for each month in which the employee is paid for the normal working days of that month. (August and June combined constitute one (1) work month for ten (10) month employees in calculating sick leave.) Sick days shall accumulate without limit. An employee must be paid for three-fourths ($3/4$) of his working days during a calendar month to earn a sick day for that calendar month.

B. In calculating sick leave for regular employees:

1. For twelve (12) month employees: A bank of six (6) days per one-half ($\frac{1}{2}$) calendar year, beginning July 1 and January 1.
2. For ten (10) month employees: A bank of five (5) days per semester, beginning with the official reporting date and second semester. Note: Includes regularly scheduled bus drivers.
3. For regular part-time employees: One-half ($\frac{1}{2}$) of the appropriate bank on the respective dates in a and b above.
4. A prorated bank for employees in either 1, 2, or 3 above, when hired in an interim period, commencing with the first working day of the first full calendar month.

C. Sick Leave Limitations

1. Personal health
2. Emergency in the immediate family (to include illness, accident, or death). In this case, the leave shall be limited to twenty (20) working days per incident, which can be extended under unusual circumstances.

ARTICLE VII
LEAVES - continued

3. The family shall be defined as spouse, children, foster children, stepchildren, parents, grandparents, brothers, sisters, in-laws (mother, father, grandparents, brothers, and sisters), and dependents living within the household.

D. Employees shall experience no loss of sick days for line of duty accidents. While receiving the benefits of Workmen's Compensation, the Board shall make up the difference between the regular salary and the compensation payments for a maximum period of twenty-six (26) weeks which would be normally worked by the employee.

ARTICLE VIII

LEAVE OF ABSENCE

A. Voluntary leaves of absence shall be granted by the Employer for good cause by the Administration for definite periods of time not to exceed three (3) months. Voluntary leaves may be extended upon application for good cause and upon Agreement between the Employer and the Union, but in no event shall a voluntary leave be extended beyond a period of one (1) year from the last date worked.

B. Upon written application therefore by any employee who has more than one year of service with the Employer, the Employer will grant a maternity leave of absence to such employee commencing at any time after the first month of such employees pregnancy and continuing for a period not to exceed one (1) year following the birth of the employees child. A woman shall also be entitled to a "maternity leave" commencing at the time she takes possession of a legally adopted child.

C. An Employee with one or more years seniority who is summoned and reports for jury duty shall be paid a daily allowance by the Employer for each day partially or wholly spent in performing jury duty if the employee otherwise would have been scheduled to work. The amount of such daily allowance shall be equal to the employees loss of straight time earnings less his jury duty fee.

D. Any Employee being duly elected or appointed to a permanent office and, or as a delegate to, any labor activity, necessitating a temporary leave of absence, shall be granted such a leave of absence, not to exceed twelve months, and if not a temporary employee, shall accumulate seniority during such leave of absence. As much notice as possible of such intended absence shall be given to the Employer.

E. The seniority of employees who enter the armed forces of the United States under the Selective Service Act will accumulate during the period of their

ARTICLE VIII
LEAVE OF ABSENCE - continued

service, and their employment at the termination of such service shall be governed by and subject to the terms and provisions of the Selective Service Act of 1948.

F. While on an official leave, an employee shall not accumulate the benefits that he would have as a regular paid employee. Upon return from an official leave, an employee shall retain all benefits earned previous to the leave. However, upon return, the employee shall be entitled to any improvement in negotiated or granted benefits which were effected while he was on official leave.

G. In case of an approved temporary leave, all persons moved to a higher classification do so on a temporary basis. When the employee on this approved temporary leave returns, all who were temporarily moved return to their former classification.

H. The Board shall grant upon the request of the president of the Union leave without loss of pay or leave days for employees to attend local, state or national Union activities. These days shall not exceed a number equal to four (4) percent of the membership of the bargaining unit.

ARTICLE IX

PROMOTIONS

A. Whenever a vacancy occurs so as to make a promotion possible, the Employer shall post a notice of the same on its employee bulletin boards and invite employees to apply for the job. All such job vacancies shall be posted for ten (10) days.

B. Any employee desiring a posted job may present his bid.

C. In the event of any vacancy or promotion preference will be given to employees according to ability and with longest seniority providing the senior applicant has the potential with a thirty (30) calendar day training period to perform competently the duties of the vacant job classification.

D. It will continue to be the policy of the Employer to make promotions from within the ranks of employees, and only when competent employees as determined by the employer cannot be found in the ranks, or competent employees will not accept the position, will the Employer vary from this policy.

E. Definitions

1. Upgrading - A promotion to a position involving higher compensation and responsibility.
2. Classification - A position with a distinct degree of responsibility.
3. Open Position - A position formerly held by another, but presently vacant, or about to become so.
4. New Position - A position that has never been held by another, with a distinct and different amount of compensation.

F. The Board of Education shall award all promotions on the basis of ability and seniority upon the recommendation of the Superintendent of Schools or his designee.

G. A man may request in writing a transfer to an equated job classification and this request will be duly considered by the Supervisor of Buildings and Grounds or his designee.

ARTICLE X

GARDEN CITY RETIREMENT AND DEATH BENEFITS

A. Eligibility

An employee retiring from the Garden City School District shall be eligible to receive a lump-sum retirement benefit under the following conditions:

1. General Situation

Ten (10) years or more of service in the Garden City School System and eligible to receive public school employees' retirement benefits as defined in the State of Michigan General School Laws, June, 1960.

2. Special Situation

Thirty-five (35) years of service in the Garden City School System.

3. Health

After ten (10) or more years of service to Garden City Public Schools and upon certification by a Board selected medical doctor that retirement is mandatory due to reasons of health which appear to be permanent, the individual may retire.

4. Limitation

Only one (1) retirement benefit can be collected by an employee.

B. Retirement Benefits

The lump-sum retirement benefit shall be computed in the following manner:

1. Ten (10) dollars per day for each unused sick day; or
2. Fifty (50) dollars per year for each year of service to the local school district served beyond the tenth (10th) year of service.
3. Employees shall receive the amounts described in either 1 or 2 above, whichever is greater.

ARTICLE X
RETIREMENT AND DEATH BENEFITS - continued

C. Death Benefit

A death benefit calculated on the retirement formula at the time of death shall be paid the designated beneficiary of any Garden City school employee.

ARTICLE XI

WAGES AND CLASSIFICATIONS

A. The Employer agrees to establish general written descriptions for each classification.

B. The employer agrees to write classification differentials for cafeteria workers, custodial employees, and bus drivers. All classifications shall have a minimum rate of pay. Minimum rates of pay shall be subject to negotiation by the Employer and the Union.

C. An employee filling a temporary vacancy and assuming a higher classification responsibility shall receive the rate of pay commensurate with the higher classification starting with the sixth (6th) consecutive working day in that position. The sixth (6th) working day provision will be waived if an employee notifies, in writing, the Superintendent of Schools or his designee five (5) school days in advance of expected temporary absence.

ARTICLE XII

LAYOFF

A. Seniority within established classifications (custodians, bus drivers and cooks) shall be the determining factor when it is necessary to reduce the number of employees. Employees shall be recalled for work according to seniority within classification. Upon recall following a layoff, if the employee fails to return to work within three (3) days after a registered letter, return receipt requested, is dispatched by the Employer, he shall be removed from the seniority list and considered a quit. When it becomes necessary to reduce the work force, the Employer shall notify the bargaining committee before layoffs are made effective. Following a thirty (30) day calendar month period of probation, seniority rights are retroactive to the first day of regular and continuous employment.

B. The Employer shall maintain a current seniority list, a copy of which shall be given to the Union bargaining committee. When it becomes necessary to reduce the work force, employees shall be retained in the order of their seniority within classification to the end that the ability and efficiency of the employee, as determined by the Employer, make such methods of layoff practical.

C. In case of layoff due to reduction of work force the employee with the least total seniority will be laid off first.

D. During slack periods, all available time shall be divided as equally as possible among those employees remaining, after necessary reduction of force.

ARTICLE XIII

GRIEVANCE PROCEDURE

A. A grievance is defined as a condition that exists as a result of an unsatisfactory adjustment, or failure to adjust, a claim or dispute by an employee or employees, grievance committeeman or committeewoman or the Union concerning rates of pay, hours or working conditions set forth herein, or the interpretation or application of this Agreement.

B. Any member of the Grievance Committee, when attending any meeting at the request of the Employer or for the purpose of presenting legitimate grievances, will not lose any salary compensation if the meeting is called and agreed to by the Employer representative for a period during the committee members' regular working hours. For all other time spent in meetings or on union business not involving the Employer, the members of this committee shall receive no compensation from the employer. The Employer shall designate a representative who shall have primary responsibility for the adjustment of grievances at each level.

C. Any grievance as heretofore defined arising under this Agreement shall be adjusted in accordance with the following procedure:

Level I The Employee with his building union representative shall endeavor to adjust the matter with the employees immediate supervisor. If not resolved within forty-eight (48) clock hours of a normal work week after the occurrence it shall be reduced in writing and forwarded to the Level II step within forty-eight (48) hours with a signed copy to the immediate supervisor.

Level II The supervisor shall submit his disposition in writing to all parties within forty-eight (48) hours of the receipt of the grievance.

ARTICLE XIII
GRIEVANCE PROCEDURE - continued

Level III In the event that the supervisor's written disposition in Level II is not accepted as resolution to the grievance, the Union's grievance committee chairman, within seventy-two (72) hours of receipt of the supervisor's decision, will meet with the Employer's designated representative and attempt to resolve the matter. The disposition of the Employer's grievance representative shall be in writing and shall be distributed within seventy-two (72) hours to the Union's grievance committee chairman. In the event the grievance is not resolved the Union may, within five (5) days of the Employer's disposition, submit the matter in writing, through the Superintendent, to the Board of Education. (Level IV)

Level IV "As prescribed in administrative procedures, the Superintendent will place the grievance on the Board of Education's official agenda and the Board will consider the grievance at its next meeting following the submission and placement on the agenda at which time the employee, his union representatives, and the Employer's grievance representative shall have a right to be present and to present their respective positions to the Board of Education. The Board of Education at its next regularly scheduled meeting shall decide the matter and notify the Union in writing of its disposition."

Level V In the event the grievance is not satisfactorily resolved at Level IV, the Union, within ten (10) days of the Board's decision may take action to process the grievance through the machinery of the State Labor Mediation Board.

ARTICLE XIII
GRIEVANCE PROCEDURE - continued

Level VI In the event that the grievance is not satisfactorily resolved by Mediation within fifteen (15) days of the first Mediation hearing, the grievance may be submitted to arbitration before an impartial arbitrator. If the parties cannot agree within ten (10) days as to whom the arbitrator will be, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceedings. The Union and the Board shall not be permitted to assert in such arbitration proceeding any grounds or to rely upon any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon ~~may~~ be entered in any court of competent jurisdiction. No decision in any one case shall require a retro-active wage adjustment in any other case or any other adjustment in any other case.

The fees and expenses of the arbitrator shall be shared equally by the parties. Nothing in this section shall preclude the taking of action to process the grievance through such other legal avenues which are available.

ARTICLE XIII
GRIEVANCE PROCEDURE - continued

D. Miscellaneous

1. A grievance may be withdrawn at any level without prejudice. No reprisal of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.
2. Forms for filing and processing grievances shall be designed by the administration and the Union and shall be given appropriate distribution so as to facilitate the operation of the grievance procedure.
3. The chairman of the Grievance Committee shall be a fulltime employee. The Grievance Committee shall not exceed three (3) in number.
4. The failure of an aggrieved person or the Grievance Committee to process the grievance from one level of the grievance procedure to the next level within the time limits set forth shall be deemed to be an acceptance of the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance.

ARTICLE XIV

VACATIONS AND HOLIDAYS

A. Vacations will be determined in accordance with the formula as follows:

1. A twelve (12) month employee of one (1) year or more shall be entitled to two (2) weeks.
2. A twelve (12) month employee of less than twelve (12) months of service shall be entitled to a vacation prorated on the basis of the number of weeks paid within that school year.
3. For twelve (12) month employees, one (1) day of vacation shall be granted upon the completion of each additional year of regular, full-time employment, after the first five (5) years of regular, full-time employment, through fifteen (15) years of regular, full-time employment.
4. All regularly employed, ten (10) month employees (cafeteria workers and bus drivers), after the completion of one (1) full year of regular service, shall be entitled to five (5) paid vacation days to be taken the subsequent school year. The time is to be approved by the immediate supervisor, and said days are to be taken during the school year on the days when teachers are not scheduled to be in the buildings.
5. In calculating earned vacation days for twelve (12) month employees beyond the initial ten (10) days of vacation, the anniversary date of employment and total years of continuous regular service shall determine each additional earned day, and said additional day shall be added to the next regularly scheduled vacation period. A regular scheduled vacation period shall include the number of days that have been earned up to and including August 15.

ARTICLE XIV
VACATION AND HOLIDAYS - continued

6. Vacation pay may be taken in lieu of vacation days only if approved by the Superintendent or his designee.

B. Vacation pay shall be at the employee's regular rate of pay and prorated according to the length of his regular weeks worked. As much as possible, vacations will be granted at times most desired by the employee provided the scheduling of work will permit the efficient operation of the department.

C. All employees shall be entitled to the following holidays without loss of pay if paid for the work day preceding and the first work day immediately following the holiday:

1. The day before New Year's Day
2. New Year's Day*
3. Memorial Day
4. Fourth of July (12 month employees and working bus drivers)
5. Labor Day (12 month employees only)
6. Thanksgiving Day
7. The day before Christmas Day
8. Christmas Day*
9. Good Friday, one day as per school calendar

*When Christmas and New Year's Day fall on Thursday, the following Friday, rather than the day preceding the holiday, shall be scheduled as a day off with pay.

Whenever an observed legal holiday falls on a Tuesday, the preceding Monday shall be a day off with pay. Whenever an observed legal holiday falls on Thursday, the following Friday shall be a day off with pay. The Friday after Thanksgiving is excluded from this provision.

ARTICLE XIV
VACATIONS AND HOLIDAYS - continued

D. When one of the above holidays falls within an eligible employee's approved vacation period and he is absent because of such a vacation, he shall be paid for that holiday.

E. In calculating the initial ten (10) days of vacation, an employee earns and accumulates ten-twelfths ($10/12$) of a day vacation for each month in which the employee is paid for the normal working days of that month. Not being paid for three-fourths ($3/4$) of the working days of a calendar month precludes the earning of the vacation allowance for that calendar month.

ARTICLE XV

MISCELLANEOUS

A. A full time employee will accumulate one (1) day of sick leave (prorated to his normal pay) for each month in which the employee is paid for three-fourths (3/4ths) of the working days of those months. (August and June combined constitute one (1) work month for 10-month employees calculating sick leave.) Any 10 month employee who is assigned to regular employment for any part of a month will earn a full month's sick day benefit for that month. (Example: A 10 month bus driver driving summer school runs on a regular basis.)

Any bus driver who is assigned to regular employment during the last part of June, July, and part of August (summer school) will earn an additional three (3) days of vacation. Thus, a bus driver working the summer school schedule and also working the full time 10 month job will earn a total of ten (10) vacation days.

B. The Employer shall provide a bulletin board at an appropriate place on all properties of the School District for use of the Union.

C. All new rules adopted by the employer affecting employees covered under this Agreement shall be discussed and explained to the Union before taking effect.

D. Nothing contained in this Agreement is intended to conflict with the statutes of the State of Michigan, or the laws of the United States, and any provision found herein to be contrary to said statutes or laws shall be of no effect.

E. Current benefits received by employees shall not be jeopardized during negotiation of this Agreement or upon signing thereof unless specifically altered by provisions contained herein.

ARTICLE XV
MISCELLANEOUS - continued

F. The absence of language in this Master Agreement is not construed as making any provision of the Master Agreement contrary to or inconsistent with the provisions of the policies of the Board of Education.

G. Bus drivers emergency training school sessions will be attended as recommended by the immediate supervisor.

H. No custodian is to operate a regular bus run or field trip except in emergency.

CUSTODIAL SALARY SCHEDULE A (July 1, 1968 - June 30, 1971)
CLASSIFICATIONS

I N C R E M E N T	DAY SHIFT			DAY SHIFT			ELEMENTARY P M			P M		
	Secondary Engineers			Elementary Head						Custodians All Schools		
	#2 Weekly			#3 Weekly			#4 Weekly			#5 Weekly		
	7/1/68 to 6/30/69	7/1/69 to 6/30/70	7/1/70 to 6/30/71	7/1/68 to 6/30/69	7/1/69 to 6/30/70	7/1/70 to 6/30/71	7/1/68 to 6/30/69	7/1/69 to 6/30/70	7/1/70 to 6/30/71	7/1/68 to 6/30/69	7/1/69 to 6/30/70	7/1/70 to 6/30/71
0 years	134.63	142.63	152.63	129.74	137.74	147.74	124.86	132.86	142.86	122.93	130.93	140.93
1 year	138.95	146.95	156.95	133.11	141.11	151.11	128.22	136.22	146.22	126.30	134.30	144.30
2 years	144.24	152.24	162.24	137.43	145.43	155.43	132.55	140.55	150.55	130.63	138.63	148.63

TITLE	7/1/68 - 6/30/69	7/1/69 - 6/30/70	7/1/70 - 6/30/71
1. Chief of Operations	152.00	160.00	170.00
2. Chief of Mechanical Maintenance	148.00	156.00	166.00
3. Carpenter, Gen'l. Construction	148.00	156.00	166.00
4. Mechanical Maintenance	144.24	152.24	162.24
5. Head Groundskeeper	144.24	152.24	162.24
6. General Maintenance	137.43	145.43	155.43
7. Transportation & Maintenance	137.43	145.43	155.43

CAFETERIA WORKERS SALARY SCHEDULES

July 1, 1968 - June 30, 1971

(Weekly) (35 Hour Week)

Classification	1st Year			2nd Year			3rd Year		
	7/1/68 6/30/69	7/1/69 6/30/70	7/1/70 6/30/71	7/1/68 6/30/69	7/1/69 6/30/70	7/1/70 6/30/71	7/1/68 6/30/69	7/1/69 6/30/70	7/1/70 6/30/71
Head Cook	93.00	100.00	108.75	98.00	105.00	113.75	105.45	112.45	121.20
Second Cook	83.00	90.00	98.75	88.00	95.00	103.75	93.95	100.95	109.70
Third Cook	78.00	85.00	93.75	83.00	90.00	98.75	88.95	95.95	104.70
Regular 4 Hr Employee	2.15 per hr.	2.35 per hr.	2.55 per hr.						

A cook who has been in a part-time position will begin at the beginning rate (1st year) for the full-time position in which she is placed.

Time-and-one-half pay will be made on the following basis:

- a. In excess of thirty-five (35) hours per week for non-school related functions.
- b. In excess of forty (40) hours per week for school related functions.
- c. Seven (7) holidays will be paid excluding the fourth of July and Labor Day.
- d. A business day shall be granted for the purpose of engaging in legal, civil, and financial matters concerning an employee and his immediate family. Requests will be made thru the building principal to the superintendent or his designee.
- e. Personal business days for all cafeteria are not to exceed five (5) days per month. Personal business days shall not be cumulative.
- f. All cafeteria employees designated as regular employees working on a daily basis, but less than 35 hours per week, shall accumulate seniority for promotion to a 35 hour position.
- g. Seniority as a 35 hour employee begins upon date of promotion.
- h. In the event that a less than 35 hour employee works in excess of 20 hours per week for a non-school related function, they will receive time-and-one-half pay.

BUS DRIVER'S SALARY SCHEDULE

July 1, 1968 - June 30, 1971

(Hourly Pay)

Increment	July 1, 1968 to June 30, 1969	July 1, 1969 to June 30, 1970	July 1, 1970 to June 30, 1971
0 yrs.	2.62 per hr.	2.82 per hr.	3.07 per hr.
1 yr.	2.67 per hr.	2.87 per hr.	3.12 per hr.
2 yr.	2.72 per hr.	2.92 per hr.	3.17 per hr.
3 yr.	2.87 per hr.	3.07 per hr.	3.32 per hr.

MISCELLANEOUS PROVISIONS:

1. Regular bus drivers assigned AM and PM runs will be given preference relevant to overtime runs except in cases of emergency.

SCHEDULE B

INSURANCE

BUS DRIVERS, CAFETERIA AND CUSTODIAL

Life Insurance:

Bus Drivers, Cafeteria Workers	\$4,000.00
Custodial	Same as 1966-67

Disability

Seventy (70%) per cent of salary (70% of 1/52 of annual salary per week) with benefits beginning on the 1st day for an accident and 8th day for a sickness for a period of fifty-two (52) weeks.

Note: The Board will provide full hospitalization coverage for the employee and his or her family.

HOSPITALIZATION AND MAJOR MEDICAL SCHEDULE OF INSURANCE

Hospital Room and Board	Semi-private for 365 days
Hospital Miscellaneous	Unlimited for 365 days including intensive care, anesthetist charges, and hospital charges for out-patient surgery.
Hospital Emergency First Aid	Unlimited
Surgical Schedule	\$400.00 (out patient & in patient same)
In-Hospital Medical	\$10.00 - 1st call, \$5.00 for next 364 days
Obstetrical Benefit (normal delivery)	\$200.00 for each child
Hospital Maternity	Same as sickness
Diagnostic X-Ray and Lab	Reasonable and customary
Supplemental Accident	\$300.00
Ambulance Benefit	\$ 25.00
Psychiatric Care	1/2 to a limit of 1/2 of \$40.00
Major Medical	
a) Maximum	\$15,000.00
b) Deductible	\$ 50.00
c) Co-Insurance	80-20

ARTICLE XVII

DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 1968 and shall continue in effect for three (3) years until the 30th of June, 1971. All agreements will be retroactive to July 1, 1968.

Garden City Board of Education

Local 417

By: _____
President

By: _____
President

By: _____
Secretary

By: _____
Secretary

By: _____
Treasurer

By: _____
Treasurer

By: _____
Chief Negotiator

By: _____
Chief Negotiator