

4186

6/30/2000

MASTER AGREEMENT

between the



SCHOOL DISTRICT OF THE CITY OF
WYANDOTTE

and

LOCAL 1055/COUNCIL 25 AFSCME
AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO

JULY 1, 1996 - JUNE 30, 2000

Wyandotte Public Schools

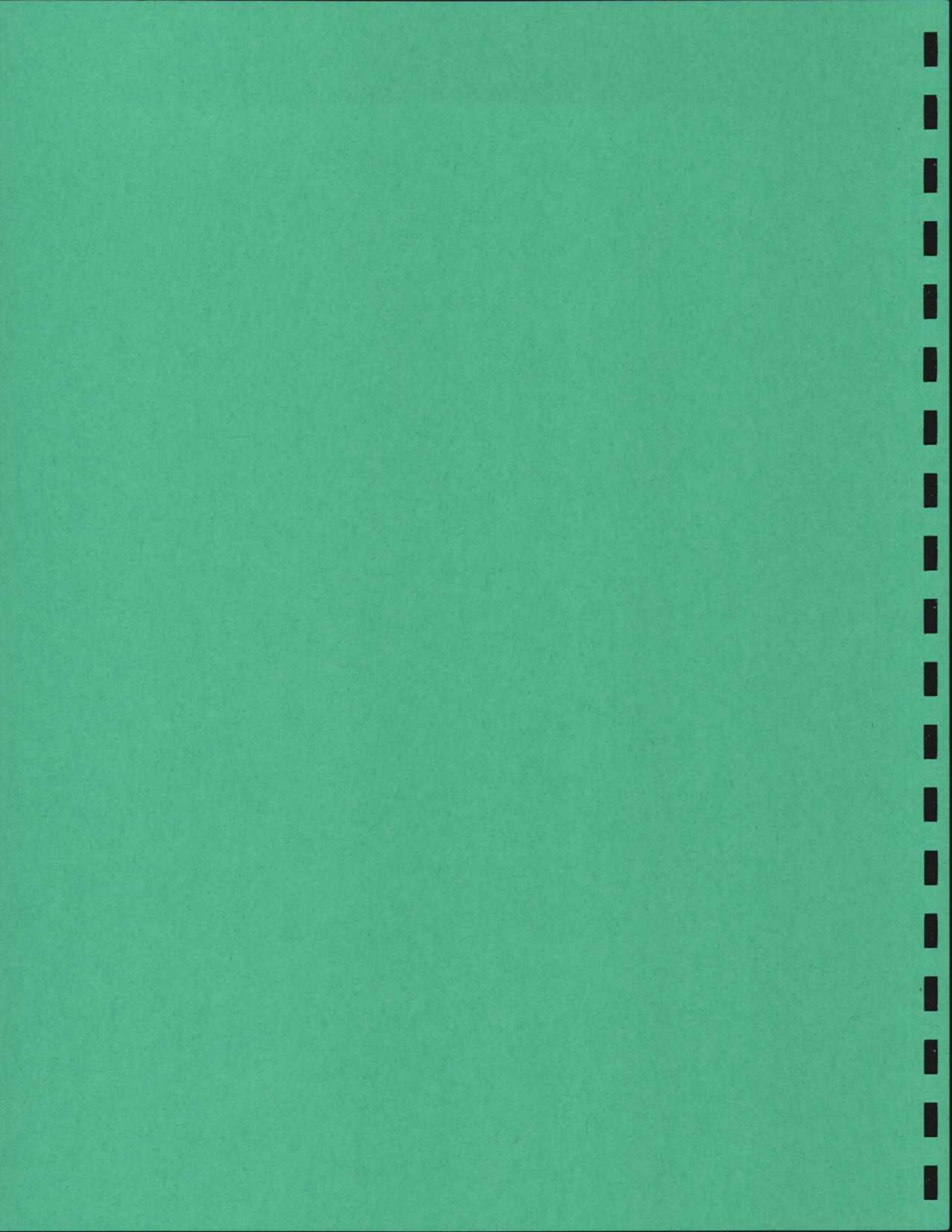


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AGREEMENT

This Agreement entered into this 3rd day of April, 1996, effective July 1, 1996, by and between the Board of Education of the City of Wyandotte, Michigan, hereinafter called the Board," and Local 1055/Council 25, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter called the "Union."

ARTICLE I - RECOGNITION

Section 1. The Board recognizes the Union as the sole and exclusive representative, for the purposes of collective bargaining with respect to rates of pay, hours of employment and other conditions of employment, for employees in the following classifications:

Laundry Attendant, Locker Room Attendant, Custodian I, Utility Custodian I, Utility Custodian II, Utility Bus Driver, Delivery Driver, Assistant Engineer, Engineer, Head Custodian, Grounds Coordinator/Gardener, Swing Engineer, Metals Worker, Painter, Master Painter, Assistant Mechanical Engineer, Mechanical Engineer, Electrician, Master Carpenter, Custodian II (Part-time), Stockroom Engineer, Bus Driver, and all other maintenance and operating personnel regularly employed four (4) hours or more daily.

EXCLUDING all persons not regularly employed and all persons regularly employed less than four (4) hours daily during the September-June school year, all teaching, professional, secretarial, office clerical and supervisory employees, and all other employees.

Section 2. During the time of this Agreement the Board agrees that it will not enter into negotiations with any organization, other than the Union, concerning rates of pay, hours of employment and other conditions of employment for those employees covered under this Agreement.

Section 3. "Board" or "Board of Education" refers to the employer as represented by its administrative and/or supervisory staff, except as specifically provided for in Article XIII (13), Section 4, STEP FOUR.

Section 4. The Union will be notified 60 days prior to any layoffs.

ARTICLE II - UNION SECURITY

Section 1. In recognition of the fact that the Union is required to represent all of the employees in the bargaining unit, those employees who are hired after the effective date of this Agreement and who are not members of the Union and do not pay Union dues shall as a condition of continued employment pay to the Union a service charge in an amount equal to the uniform Union dues paid by those employees who are members of the Union for the services rendered and to be rendered by the union as the exclusive bargaining agent. For such new employees the

payment shall start with the first calendar month after they are placed on the seniority list. However, membership in the Union shall not be compulsory.

Section 2. The Board will deduct from the wages of those employees who individually and voluntarily authorize such deduction in writing, Union dues and the service charge provided for in Section 1 above. Such deductions will be made each payday and will be remitted together with a list of the names of all employees for whom deductions were made. The Union shall present an executed copy of such authorization before initial deductions shall be made. The Board shall have such authorization cards two weeks prior to commencing deductions.

Section 3. The Union shall present executed and dated authorization cards to the Board specifying the amount of Union dues or service charge to be deducted. Such deductions will be made each payday and remitted to the Union during the first week of each month. The Board shall be notified in writing by the Union of any change in dues and the Board shall commence deductions at the new rate within thirty (30) days after receipt of such official notification.

Section 4. The following "Authorization of Payroll Deduction" form shall be used for members of the Union:

<u>AUTHORIZATION FOR PAYROLL DEDUCTION</u>		
By _____		
(Please print) Last Name	First Name	Middle Name
To _____		
Employer	Effective	Date
I hereby request and authorize you to deduct from my earnings the current initiation fee being charged by AFSCME Local 1055, and, effective the same date, to deduct from my earnings each payday a sufficient amount to provide the regular payment of the current rate of monthly Union dues as certified by the Union. The amount deducted shall be paid to the Treasurer of Local No. 1055 of the American Federation State, County and Municipal Employees.		
(This space reserved for additional information when required)	_____ Employee's Signature	
	_____ Street Address	_____ City & State

Section 5. The following "Authorization for Payroll Deduction Fee" form shall be used for members of the bargaining unit who are not members of the Union.

AUTHORIZATION FOR PAYROLL DEDUCTION SERVICE FEE

By _____

To: _____ Effective _____
Employer Date

I hereby request and authorize you to deduct from my earnings a service fee once each pay day to be paid to the Treasurer of Local 1055, AFSCME. The sum deducted will be equal to the current levied Union dues for the pay period, exclusive of special assessments.

(This space reserved for additional information when required)

Employee's Signature

Street Address City & State

Section 6. The Union shall indemnify and save the Board harmless against any claims that may arise by reason of the Board's complying with the provisions of this Article II.

ARTICLE III - WORK WEEK

Section 1. (a) The normal work week for regular full-time employees shall consist of eight (8) consecutive hours of work for five (5) consecutive days, Monday through Friday, or a total of forty (40) working hours each week. Shift engineers shall be offered the same total hours of work, excluding overtime, as is offered to full-time forty-(40)-hour weekly employees. This shall constitute a guarantee of hours, or pay per day/ week.

(b) One utility custodian in each of the middle schools, one utility custodian in the senior high school in the event the pool work is expanded to require a shift change similar to that in the middle schools, roving engineers, shift engineers and utility engineers are exempt from the normal work week as defined above.

Section 2. (a) Management will be responsible for posting biweekly in all buildings up-to-date lists of additional work.

(b) When a locker room attendant will be absent for more than one (1) day, a custodian II (part-time) in the above employee's same building will be given an opportunity to replace said employee. This will be done on a seniority basis and will be rotated every week. A separate list of time worked shall be posted in that building.

Section 3. Time and one-half (1-1/2) the employee's regular straight-time hourly rate shall be paid for all hours worked in excess of eight hours in one day or forty hours in one week, but not both.

Section 4. Records of overtime worked shall be posted by management in each boiler room or other appropriate place for all departments and categories.

Section 5. Overtime work will first be offered to regular full-time employees in the building and classification where the overtime work occurs. Overtime work will be equalized within the same building and classification to the extent practicable. Refusal to work overtime will be charged as overtime worked unless the employee is ill. Any error in the equalization of overtime will be rectified by future scheduling of overtime work. If no employees accept the overtime after exhausting the master overtime list, then the lowest seniority employee within the classification necessary to do the work shall be required to work the overtime.

Section 6. Employees assigned to a new position will be charged with the highest overtime hours in that classification or building.

Section 7. On July 1 of each year the overtime list shall be reviewed and excess hours will be charged to the overtime record for the next year as equally as practicable for the purpose of equalizing such overtime.

Section 8. An employee who is called back to work due to some emergency, after having completed his/her scheduled work day, shall be guaranteed a minimum of four (4) hours pay at one and one-half (1-1/2) times his/her regular hourly straight-time rate. This section shall not apply to hours worked beyond eight (8) hours in one day where such hours are continuous.

Section 9. When an employee is called in to work prior to the start of his/her scheduled work day to work continuously to the start of his/her scheduled work day, he/she shall receive a minimum of two (2) hours work at one and one-half (1-1/2) times his/her regular hourly straight-time and shall receive his/her regular straight-time hourly rate for the balance of his/her regular work shift.

Section 10. Work schedules showing the employee's shift, work days and hours shall be posted on all appropriate bulletin boards. Except in emergency situations the Union will be informed in advance of any schedule changes. In the event the Union objects to the changes the matter shall be the subject of a special conference between the Union and the Board's administration.

Section 11. Employees must work their regular shift in addition to the overtime job.

Section 12. At the employee's request, an employee may earn up to 60 hours of compensation time off, in lieu of overtime pay. This time must be used when school is not in session. (For each 1 hour worked, 1.5 hours compensatory time will be given.)

ARTICLE IV - ACT OF GOD SEASONAL SCHEDULES

Section 1. When a decision is made to close the schools of the district because of an Act of God (as defined by the State Department of Education) notice of such decision shall be given to the LEIN network as soon as possible for public announcement on Detroit area radio stations. When such a closing takes place and maintenance employees are required to work, those

employees who work shall be given an additional day of vacation. This day shall be taken when school is not in session.

Section 2. An employee's summer work schedule may be altered temporarily when necessary due to day or evening activities in the building. Evening coverage shall be rotated among employees in the building.

Section 3. If an employee has a vacation or personal day scheduled on a day that school is called off due to an Act of God Day, the employee will not be charged the vacation or personal day.

ARTICLE V - SICK LEAVE

Section 1. Sick leave shall be used for the purpose of the employee's illness and earned at the rate of one (1) day per month worked and may accumulate to a total of one hundred fifty-eight (158) days. An additional twelve (12) days, making a total of one hundred seventy (170) days, may be accumulated from Personal Emergency business Days in accordance with Article VII.

Section 2. The base date from which all such service accumulates shall be prorated from July 1 to date of hire for the first year. All consecutive years shall follow from July 1 of each school year.

Section 3. Part-time employees covered under this Agreement shall be entitled to sick leave as in Section 1 above in an amount proportionate to time worked.

Section 4. When an employee's sick leave allowance is computed at the beginning of any year, the excess over the maximum allowable shall be permanently discarded and shall not be restored to his/her accumulation of unused days.

Section 5. No payment shall be made for any unused leave for illness accumulated by any employee at the time of his/her resignation, dismissal, leave of absence, retirement or death.

Section 6. No sick leave shall be charged against an employee's allowance except for absence which occurs on a day when an employee would normally be expected to be on duty.

Section 7. An employee who has been employed by the Board less than twelve (12) months and who has completed his/her probationary period may be given an advance of up to seven (7) days sick leave.

Section 8. In the event an employee terminates his/her employment, he/she shall reimburse the Board for any overpayment of sick leave which may have been made.

Section 9. An employee whose absence has been due to a nervous disorder must be cleared for return to duty by the school physician.

Section 10. Whenever an employee returns to duty from an injury or illness, he/she must follow policy procedures as determined by the Board.

Section 11. If the employee so wishes, an employee who is incapacitated by a personal injury arising out of and in the course of his/her employment will be paid the difference between the benefits received under the Michigan Worker's Compensation laws and 100% of the employee's straight-time earning, exclusive of premiums and overtime. Such difference will be deducted from the employee's accumulated sick leave credits and will be paid until the employee's sick leave credits have been depleted.

Section 12. Records of absence shall be carefully recorded and shall be available for inspection by employees at any time during regular office hours.

Section 13. The Board has the right to medically investigate any employee's absence which is reported as being for medical reasons. Further, the Board may request and require reasonable medical proof of either an employee's ability or inability to return to work.

Section 14. After an employee is absent due to a non-work related injury or illness for longer than 30 calendar days and has exhausted all of his/her sick days, he/she shall be granted additional sick days equal to the number he/she had earned prior to going out on the disability to a maximum of twenty (20) sick days or when the long term disability insurance becomes effective, whichever comes first.

ARTICLE VI - REPORTING ABSENCE

Section 1. Operating employees shall notify their supervisors in sufficient time to have their place filled so that the regular operations of school facilities will not be disrupted. It is the employee's responsibility to see that such notification is made, such notification to be at least one (1) hour before his/her shift begins. Time for illness will not be allowed if notification is not properly made as required. Due account will be taken of accidental absences which could not be foreseen, such as illness beginning suddenly after the proper time for notification.

Section 2. All absent employees assigned to the midnight shift must report their intent to return to work no later than three (3) p.m. of the preceding day.

Section 3. All absent afternoon engineers, assistant engineers, utility custodians I and custodians II (part-time) must give a minimum of four (4) hours notice of their intent to return to work.

Section 4. All absent employees assigned to the day shift must report their intent to return to work no later than nine (9) p.m. of the preceding day.

ARTICLE VII - LEAVES OF ABSENCE

Section 1. An employee may apply for a leave of absence by submitting his/her request in writing to the Board through his/her immediate supervisor, stating the reason for and the length of time of the requested leave of absence. Employees on leave of absence shall retain their seniority but shall not accumulate seniority while on leave. Employees may be eligible for the following types of leaves of absence:

Section 2. A military leave of absence may be granted, without pay, for service in the Armed Services. During such service, seniority shall accumulate.

Section 3. The Board at its discretion may grant a leave of absence without pay to an employee who has been employed continuously for one (1) calendar year by the Board and who joins the Peace Corps as a full-time participant in the program. Such leave shall be granted only for the term of initial enlistment. During such service seniority shall accumulate. An employee may return to duty with this Board under the same procedure as outlined in Article XXII, "Veteran's Rights."

Section 4. Upon written request to the Board, an employee may be granted, without pay, one year's leave of absence due to illness certified by a competent physician. During such a leave of absence, the employee's seniority will be retained but cannot accumulate. Such a leave of absence may be extended without loss of seniority by mutual agreement between the Board and the Union.

Section 5. A paid leave of absence not to exceed five (5) days for each death may be authorized by the Superintendent of Schools or his/her designee for a death in the employee's immediate family. The immediate family shall consist of:

Father	Wife	Sister	Nephew	Son-in-law	Brother-in-law	Aunt
Mother	Son	Brother	Father-in-law	Daughter-in-law	Grandparents	Uncle
Husband	Daughter	Niece	Mother-in-law	Sister-in-law	Grandchildren	

Section 6. (a) A leave of absence for the transaction of personal emergency business may be granted any employee in the bargaining unit by the Superintendent or his designee. Such a leave shall be with pay, but shall not exceed an annual allotment of three (3) days prorated for other than full-time employees, except on days when they are regularly scheduled, such as preschool, Christmas and Easter vacation, to work eight (8) hours they will then receive eight (8) hours' pay for personal emergency business days. These days are not cumulative: however, effective from and after July 1, 1966, any unused days may be added to the accumulated sick leave days in accordance with and within the limits of Article V.

Personal emergency business shall be defined as a serious emergency, a catastrophe, or an unusually important occurrence necessitating an absence from work. Marriage or graduation of a member of the employee's immediate family, required appearance in court, child born to wife, and funerals are examples of "important occurrences".

Absences for reasons of illness or injury shall not be considered personal emergency business. However, personal emergency business may be defined as sudden or serious illness of a household dependent and may be used for such.

(b) Persons absent for personal emergency business reasons as defined above will ordinarily state their reason for being absent. However, no reason must be stated if an employee considers the reason highly confidential, except that any absence immediately preceding or immediately following a holiday or a vacation period must be approved in advance and satisfactorily explained.

The following form which requires the signature of the employee is to be used in reporting a personal emergency business absence:

PERSONAL EMERGENCY BUSINESS ABSENCE REPORT

Name of Employee

List each day of absence on separate line:

Date	A.M.	P.M.	Replacement's Name
_____			_____
_____			_____
_____			_____

Explanation _____

Article VII. Personal emergency business shall be defined as a serious emergency, a catastrophe, or an unusually important occurrence necessitating an absence from work. Marriage or graduation of a member of the employee's immediate family, required appearance in court, child born to wife and funerals are examples of "important occurrences." Absence for reasons of illness or injury shall not be considered personal emergency business. However, personal emergency business may be defined as sudden or serious illness of a household dependent and may be used for such. Immediate family shall consist of:

<i>Father</i>	<i>Wife</i>	<i>Sister</i>	<i>Nephew</i>	<i>Son-in-law</i>	<i>Brother-in-law</i>	<i>Aunt</i>
<i>Mother</i>	<i>Son</i>	<i>Brother</i>	<i>Father-in-law</i>	<i>Daughter-in-law</i>	<i>Grandparents</i>	<i>Uncle</i>
<i>Husband</i>	<i>Daughter</i>	<i>Niece</i>	<i>Mother-in-law</i>	<i>Sister-in-law</i>	<i>Grandchildren</i>	

I certify that I have read the above statement and that my absence on _____ is fully within the intent of this Article.

Date
Employee
Supervisor

Section 7. A leave of absence without pay may be granted to an employee who has been continuously employed for one calendar year by the Board and who is elected or appointed to any Union office, service in which removes him/her from fulfilling the duties of his/her regular employment. Such a leave of absence shall not exceed a period of one year, but may be renewed or extended annually by mutual agreement between the Board and the Union. Seniority will be retained, but not accumulated during this period. The number of employees on such a leave of absence at any one time shall not exceed two (2).

A total of six (6) union days per year will be granted to employees (through the Union President) by Management.

Section 8. An employee who becomes pregnant shall report her pregnancy to her supervisor, no later than the end of her third month of pregnancy, and shall submit a written statement from her personal physician at that time and each thirty (30) days thereafter attesting to her good health, her fitness to continue the normal duties of her job, and her anticipated date of delivery. The employee shall be allowed to work so long as she is able to perform her duties and has the written approval of her physician to do so.

When the employee is no longer able to perform her duties the employee may utilize her sick days for her absences.

Upon the written application of an employee, the employee may apply for a child care leave for a period not to exceed one year after the employee is able to return to work or the employee's wife is able to return to work after the birth of the child.

An employee who has given birth to a child must present a written statement from her physician attesting to her fitness to return to work before returning to work after childbirth and/or a child care leave.

Upon termination of the leave, the employee must return to work or the position will be considered vacant. When an employee is granted a child care leave, the job will be posted for bids. Upon return the employee shall be returned to his/her former position unless it is eliminated, in which case, the employee may exercise his/her seniority to bump the least senior employee in that classification.

Section 9. Upon the recommendation of the Superintendent and with the approval of the Board, the Superintendent may request in writing that any employee submit to a physical or mental examination, the results of which may be used in determining an involuntary leave of absence, which shall be without pay and without accumulation of further seniority. When such examination is requested, a report of three (3) physicians shall be required. One physician shall be selected by the employee, one by the Board, and a third shall be mutually agreeable to both physicians. The Superintendent may make such a request as often as, in his/her judgment, is deemed essential to the best interests of this school system. However, there shall be a special conference with the Union representatives prior to any action placing an employee on an involuntary leave of absence by the Board. In every event, the employee's return to duty from such an involuntary leave of absence must first be recommended by the school physician. The employee may use any or all of his/her accumulated sick leave if placed on such an involuntary leave of absence.

Section 10. Except as specifically set out in other sections of this Article an employee returning from a leave of absence within one year shall be returned to the same work assignment that he/she vacated. When an employee goes on leave the position will be bid with the understanding that after one year the assignment will be permanent.

If the employee returns after one year the employee will bump the least senior employee in his/her classification. If there is no employee within that classification with lower seniority the employee will bump the least senior employee in his/her classification. If there is no employee

within that classification with lower seniority, the employee will bump the least senior employee in the next lower classification for which he/she is qualified until a position is found. If there is no position available the employee will be subject to the layoff and recall provision of the contract, except that he/she shall be offered the next available position in the classification that he/she originally vacated.

Section 11. Vacancies resulting from leaves of absence shall be processed in accordance with Article XI, Section 1. Any bid sheet shall note the assignment is temporary unless the employee is off for more than a year, in which case, the assignment will become permanent.

ARTICLE VIII - VACATIONS

Section 1. An employee with more than six months, but less than one year of continuous service as of date of hire, will be entitled to a prorated vacation as follows:

The seventh month	-	five working days
The eighth month	-	six working days
The ninth month	-	seven working days
The tenth month	-	eight working days
The eleventh month	-	nine working days

Section 2. An employee with one year, but less than five years of continuous service as of date of hire, will be entitled to ten (10) working days vacation.

Section 3. An employee with five or more years of continuous service as of date of hire will be entitled to one additional day of vacation for each year worked up to a maximum of fifteen (15) working days of vacation.

Section 4. An employee with continuous service as of date of hire will be entitled to the following working days vacations:

12-13 years of continuous employment	16 vacation days
14-15 years of continuous employment	17 vacation days
16-17 years of continuous employment	18 vacation days
18-19 years of continuous employment	19 vacation days
20 years of continuous employment.....	20 vacation days
21 years of continuous employment.....	21 vacation days
22 years of continuous employment	22 vacation days
23 years of continuous employment	23 vacation days
24 years of continuous employment	24 vacation days
25 or more years of continuous employment.....	25 vacation days

Section 5. If an employee becomes ill, not caused by an accident, during his/her vacation and is under the care of a duly-licensed physician, his/her unused vacation will be rescheduled. In the event he/she is incapacitated throughout the year, he/she will be awarded payment in lieu of unused vacation if he/she desires.

Section 6. All vacation days for an employee as computed above shall be prorated for those employed regularly less than eight (8) hours per day.

Section 7. Vacation requests shall be submitted by June 1 for the following 12 months. No vacations will be scheduled for the week preceding the start of the school year. All other vacation scheduling shall be subject to the approval of the supervisor. Up to 1/2 of an employee's vacation may be taken when school is in session up to a maximum of 7 days.

ARTICLE IX - SENIORITY

Section 1. Seniority standing shall be granted to any regularly employed operating and/or maintenance employee covered by this contract after ninety (90) days worked. The standing is to be determined upon the basis of length of continuous employment of the employee, including service in the Armed Forces of our country in accordance with the conditions of a military leave of absence as outlined in Article XXII, "Veteran's Rights" or other leaves so specified.

Section 2. The first ninety (90) days worked shall be considered probationary and during this period the probationary employee may be laid off, discharged, or transferred solely at the discretion of the administration, provided other employees' seniority rights are not infringed upon.

Section 3. If the employee is continued in the employment of the School System beyond the ninety (90) days-worked probationary period, the employee shall acquire the status of a regular employee and seniority established from the first day worked as a probationary employee. This provision shall not include anyone employed to do specific work which cannot be done by regular employees.

Section 4. No student in the Wyandotte Public Schools enrolled in the regular school program can acquire seniority under any circumstances.

Section 5. Seniority used to bid jobs by an employee demoted from a supervisory position shall consist of seniority accumulated from date of hiring until time of promotion to a supervisory position, or until July 1, 1966, whichever is later. If demoted, he/she shall be unassigned until such time as a job opens for bidding by regular employees, at which time he/she may exercise his/her seniority to bid. Such demotion shall not result in the discharge of a regular employee.

Section 6. (a) Seniority, regardless of its length, acquired by less-than-eight (8)-hour employees, cannot be used to out-bid seniority acquired by eight (8)-hour employees in bidding for eight (8)-hour jobs. Seniority acquired by eight (8)-hour employees cannot be used to out-bid seniority acquired by less-than-eight (8)-hour employees in bidding for less-than-eight (8)-hour jobs.

(b) A less-than-eight (8)-hour employee bidding into an eight (8)-hour job will carry seniority (prorated) to the eight (8)-hour job. Those now employed in eight (8)-hour jobs will have any previous four (4)-hour seniority prorated and added on in their present eight (8)-hour seniority. Vacation time allowed shall be based on the above basis (refer to Article VIII, Section 6, relative to proration.)

Section 7. An employee shall lose his/her seniority standing for the following reasons:

- a. Resignation or retirement;
- b. Dismissal for just cause;
- c. Absence for three (3) consecutive days without notifying (without just cause) supervision.

ARTICLE X - REDUCTION IN STAFF

Section 1. In the reduction of staff, a senior employee, when qualified, shall be given preference of work over a junior employee. There shall be no upgrading, custodians bump custodians, engineers bump engineers. Whenever there is to be a reduction of the staff, the Board shall inform the Union and call a meeting of the committee to discuss such action before any reduction becomes effective.

Section 2. There shall be no upgrading. Bumping shall be conducted on a lateral basis, i.e., custodians bump custodians, engineers bump engineers. In the event he/she cannot bump in his/her category of work, he/she may use his/her previous position to bump in another category. The Board shall inform the Union and call a meeting of the committee to discuss such action before any reduction becomes effective.

Section 3. In the rehiring of employees who have been laid off due to lack of work, the senior employee, when qualified, shall be given preference over the junior employee.

Section 4. In cases of transfer from one category of work to another, employees involved in the transfer shall not lose seniority standing.

Section 5. There shall be maintained two separate seniority lists: one for those working a forty (40) hour week and a second list for those working less than forty (40) hours per week. These lists shall be made available to the Union president and secretary.

Section 6. Part-time employees qualifying for fringe benefits (as for example only, vacations and Blue Cross/Blue Shield hospitalization and medical insurance) shall have such benefits prorated in accordance with their normal work assignment (as for example only, four hours daily for 40 weeks). Work performed over and above their normal work assignment shall not be counted for proration purposes, except that work performed (up to but not exceeding eight (8) hours in any one day) during Easter week, the week between Christmas Day and New Year's Day and days scheduled immediately prior to the opening of school shall be counted.

ARTICLE XI - DISCIPLINE AND DISCHARGE

Section 1. The Board shall have the right to discipline, including reprimand, suspend or discharge any employee for reasonable and just cause, subject to grievance procedure. Any employee found to be unjustly suspended or discharged will be reinstated with full compensation for all time lost during the suspension or discharge and with full restoration of all other rights and conditions of employment which he/she may have earned. Disciplinary procedures will be kept as confidential as appropriate.

Section 2. In the event an employee is discharged, the reason for such action shall be given in writing to the employee and the president of the Union. In all cases where the employee is to be disciplined, it shall be done in the presence of the Union representative unless the employee requests otherwise.

Section 3. In imposing any discipline, the employer will not take into account any prior action which occurred more than 2 years previously.

ARTICLE XII - BIDDING ON JOBS

Section 1. Whenever there is a job vacancy, due to a new job, transfer, resignation, dismissal, leave of absence, retirement or death of any employee, and the Board determines to fill such vacancy, the job must be posted for three (3) working days within the two-(2) week period following the occurrence of the vacancy. The vacancy must be filled within two (2) weeks of awarding of the job. The supervisors may temporarily assign an employee to a vacant job until the job is awarded.

Section 2. (a) Any employee may bid for an advertised job. Jobs will be awarded to the senior qualified employee bidding.

(b) In the event of a newly created position qualified regular employees will be given first opportunity to bid on new jobs under regular bidding procedure.

Section 3. A copy of all bulletins advertising for job bids will be sent through the U.S. mails to the president, secretary and chief steward of the Union on the same day as the notices are posted. Job awards will similarly be mailed to these Union officials.

Section 4. Such bids shall be sealed and delivered to the Director of Engineering and said bids shall be opened after the third day of the posted vacancy by the above official and a committee of the Wyandotte School Employees Local 1055.

Section 5. All bids shall be binding upon any bidder when opened except that the awarding of a bid may be temporarily deferred in the event there is some question as to the qualifications of the senior bidder. Where the Administration or the Union committee question a bidder's qualifications, the questions or objections shall be investigated as rapidly as possible. During the investigations, or in the event the bidder is determined to be unqualified, he/she may withdraw his/her bid without prejudice and the job will be reposted.

Section 6. To withdraw a bid that has been made, a written statement to this effect must be filed with the Director of Engineering prior to the opening of the bids.

Section 7. In the event an employee is reassigned, there shall be a trial period of sixty (60) days after the date of awarding the job. He/she shall be paid immediately at the rate established for the new assignment.

Section 8. (a) In the event an employee bids for and is assigned to a job, and for any reason asks to be relieved, that employee must work as an extra-unassigned employee until another regular job opening entitles the employee to bid a regular job. In no event can an employee bid a job he/she has voluntarily vacated for any reason for a minimum of five (5) months.

(b) If in management's judgment an employee who is not on probation fails to satisfactorily perform in a new assignment during his/her trial period, he/she may be returned to his/her former assignment by management. This action shall be the subject of a Special Conference in the event that the Union feels the decision was arbitrary or capricious. In the event the outcome of the Conference is unsatisfactory, the reassignment will be subject to the grievance procedure on the basis only of arbitrariness, capriciousness or unreasonableness.

Section 9. Any employee assigned to a new job may request or be assigned a break-in period with experienced personnel.

Section 10. An employee may be transferred from one position to another, without bid, upon mutual agreement between supervision and the Union, if said transfer is necessary for the continued employment of said employee.

Section 11. (a) A "satisfactory" competency or basic skills test score for assistant engineer, engineer (at each level), and skilled trades positions is required to bid on those positions. The purpose of the tests will be to determine potential success. After a "satisfactory" score is determined, all employees with that score or higher who bid on a job, will be considered in seniority order.

(b) Bus drivers are responsible for maintaining personal licenses with CDLs & DOT physicals. Management will be responsible for notifying drivers of the required training dates available.

ARTICLE XIII - GRIEVANCE PROCEDURE

Section 1. A "grievance" is hereby defined as a complaint by an employee or a group of employees based upon an alleged violation of the provisions of this Agreement, or a difference as to the interpretation or application of this Agreement.

Section 2. Union representatives shall notify an employee's immediate supervisor or other designated individual, that the employee has requested union representation to investigate a grievance. If the employee can be released at that time the supervisor will release the employee to talk to the union representative. If because of the immediate nature of the employee's work, i.e., the employee cannot be released at that time, the supervisor will release the employee as soon as possible. The supervisor shall explain to the union representative the nature of the emergency and confirm the explanation in writing, if requested.

The employee will not be released for longer than 10 minutes per shift. Once the investigation has stopped the union representative will notify the supervisor or designated representative that the employee has returned to work.

To the extent practicable, the union representative handling the grievance investigation during working hours will be the steward on an alternate shift so that the steward will not have to be released from work. If the meeting needs to go beyond the 10 minute limitation, the union representative will notify the supervisor, and the employee will punch in and punch out for the remainder of the meeting, but may work beyond his/her shift to make up this lost time.

If this procedure is abused by the District or the Union, then one party will notify the other and the Union and the District will meet to modify or negotiate a new agreement, if necessary.

Section 3. It is recognized that grievances should be processed as rapidly as possible, and the number of days indicated at each step of the grievance procedure shall be the maximum time allowed for presenting a grievance. The time limits specified may, however, be extended by mutual agreement in writing.

Section 4. All grievances shall be presented in accordance with the following procedure:

STEP ONE: Within a five (5) working-day period of a grievance, or knowledge of a grievance, employees may present a grievance personally, or through their Union representative, to their immediate supervisor. The immediate supervisor shall attempt to adjust the matter as soon as possible, and in any event within three (3) working days.

STEP TWO: If the grievance is not resolved at Step One, it may be presented in writing within five (5) working days to the Director of Engineering. He/she shall respond to this grievance within five (5) working days.

STEP THREE: If the response at Step Two is not satisfactory, the grievance may be presented to the Superintendent of Schools or designee within five (5) working days. The Superintendent or designee shall answer such a grievance within seven (7) working days.

STEP FOUR: If the grievance is not resolved satisfactorily at STEP THREE, the union may proceed directly to arbitration under STEP FIVE. If the grievance involves the termination of an employee, the union shall have the option of presenting the grievance to the Board by the Wednesday preceding the next regular Board meeting so that it may be considered by the Board no later than its next regular meeting.

STEP FIVE: If the grievance is not resolved at the previous step, the grievance may be submitted to arbitration by submitting a request, therefore, to the other party within thirty (30) days after the completion of the previous step:

- (i) The arbitrator shall be selected in accordance with the rules of the American Arbitration Association.
- (ii) The arbitrator's fee and expenses shall be equally shared by the parties. The expenses and compensation of any witness shall be paid by the party calling such witness or requesting such participant. Any other expense shall be borne by the party incurring such expense.
- (iii) The arbitrator shall have no power to: (a) add to, subtract from, alter, or in any way modify the terms of this agreement; (b) establish or modify any wage rate.

- (iv) The arbitrator shall render a decision as soon as possible following the hearing. Decisions of the arbitrator shall be final and binding on the Union, its members, the employee or employees involved and on the employer.

Section 5. The failure of an employee or the Union to proceed to the next step of the grievance procedure within the time limits herein 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. The failure of a supervisor or administrator to communicate his/her decision to the employee or the Union at any step within the time limits specified shall permit the employee or the Union to proceed to the next step.

ARTICLE XIV - HOLIDAYS

Section 1. Employees who are required to work and do work on a holiday other than their birthdays shall be given an extra vacation day to be taken at a time when school is not in session.

December 24	December 31	Good Friday	Independence Day	Day After Thanksgiving
Christmas Day	New Year's Day	Easter Monday	Labor Day	Employee's Birthday
December 26	President's Day	Memorial Day	Thanksgiving Day	

Section 2. All regular employees scheduled to work during the pay period in which a holiday falls will be paid for the above holidays when they occur during the normal workweek, provided they work on the day previous to and the day following the holiday, unless they are on sick leave or are excused from working. When one of the above holidays falls during an employee's paid vacation period, he/she shall not be charged a vacation day. When the holiday falls on Saturday, it shall be celebrated on the Friday before. When it falls on a Sunday, it shall be celebrated on the Monday after the holiday.

The day before July 4 or day after July 4 if July 4 falls on a Tuesday or Thursday shall be given as an additional holiday.

Section 3. Holiday pay, including additional vacation days granted in lieu of holiday pay, shall be prorated for regularly employed persons working less than forty (40) hours per week.

ARTICLE XV - PAY PERIOD

Section 1. Employees will be paid bi-weekly on Thursdays. All time shall be computed to the last shift of the previous Saturday.

Section 2. Checks for vacation periods shall be available in advance of the vacation period for those employees so requesting and giving four (4) weeks notice in writing.

Section 3. All overtime must be authorized by the Superintendent, Director of Engineering, Director of Personnel, Principal, Assistant Principal or Supervisor on a card form. The card shall be signed by the employee and the person authorizing the work. When the work assignment is completed, the card shall be submitted for payment by the last Saturday shift of the payroll period.

Section 4. Overtime earnings will be shown separately on the pay voucher.

Section 5. Time cards must be punched in and out every day. Willful failure to do so may be grounds for disciplinary action.

ARTICLE XVI - BULLETIN BOARDS AND STAFF BULLETINS

Section 1. The Board will provide the Union with bulletin board space in each building with the use of this space to be restricted to posting of job notices, notices of Union elections, business and social meetings and other Union affairs. Any material which is in any manner derogatory of the Board and/or its administrators, either individually or collectively, or material which encourages or directs employees to engage in any individual or concerted action directed against the Board shall not be posted. The Union shall limit the posting of notices to such bulletin boards and shall assume responsibility for whatever is posted.

Section 2. A copy of any staff bulletin issued from the Administration Building will be sent to the President and Secretary of the Union. The Secretary of the Union will be sent a copy of the official Board minutes.

ARTICLE XVII - UNIFORMS

Section 1. Suitable work clothes will be provided all regular employees under the conditions hereinafter provided.

Section 2. Three (3) uniforms will be provided for each new employee upon the completion of his/her probationary period with the understanding that they will be worn during working hours. The Union shall be consulted on the style and quality of the uniform prior to their purchase.

Section 3. All employees shall wear no less than two clean uniforms during the week. All uniforms are the property of the employee and shall be carefully laundered and taken care of by the employee.

Section 4. The Board will replace the three uniforms every twelve (12) months at no cost to the employee. Employees employed less than forty (40) hours per week shall receive two (2) uniforms per year. Employees on extra dirty jobs will be provided with suitable and proper attire for such work, as determined by management's evaluation of the job condition and the request by the employee.

Section 5. Uniform size requests shall be in by June 1. In case the uniform request is not in by the stipulated deadline the size that was ordered the year before will be used. Uniforms that do not fit must be returned to the Board Office for exchange within two (2) weeks of delivery. The employee is responsible for ordering the right size uniform. If he/she orders the wrong size, it is his/her responsibility to pay replacement cost if he/she was not fitted that year.

Section 6. Current uniforms are the only attire to be worn while on duty. Old uniforms are not considered acceptable attire when new ones are received by the employee.

Section 7. Shirts must be buttoned/fastened to at least the top 2 buttons. Shirt tails must be tucked in. All employees are expected to have a professional appearance.

ARTICLE XVIII - MEAL PERIODS

Section 1. All full-time eight (8)-hour employees shall be granted a paid lunch period during each work shift which will not exceed one-half (1/2) hour. The supervisor of each department will set the lunch period and whenever possible, the lunch period will be scheduled at the middle of each shift.

Section 2. Eight (8) hour employees shall be entitled to two (2) fifteen (15) minute break periods per shift. These times may not be added together, nor can they be combined with the lunch period for a longer period. Breaks are to be taken at the building/site where employee is working. Traveling to another building to take a break is not allowed.

Section 3. A meal allowance of \$5.00 shall be paid to an employee working sixteen (16) continuous hours.

ARTICLE XIX - COMPULSORY RETIREMENT

Section 1. The Board may require an employee to retire who can no longer satisfactorily meet his/her normal working obligations. The Board may require a physical or mental examination of an employee and may suspend or discharge any employee refusing to take the same. In the event an examination is required, it shall be performed in accordance with the procedure outlined for an involuntary leave of absence in Article VII. There shall be a special conference with the Union prior to any compulsory retirement by the Board.

ARTICLE XX - HEALTH EXAMINATIONS

Section 1. A new employee must successfully pass a health examination after an offer of employment has been made. This shall be administered by the school physician at no cost to the employee.

Section 2. Each employee shall, as a condition of his/her initial employment and every third year thereafter, in compliance with state law, submit evidence of freedom from communicable tuberculosis to the satisfaction of the school physician and in the manner he/she directs. The school physician may require, whenever in his/her judgment it is in the best interest of the school system, the submission of such evidence at other times.

The Board of Education will pay for those examinations taken in compliance with this section when obtained through the Wayne County Department of Health.

Section 3. Any employee failing to file satisfactory evidence of freedom from communicable tuberculosis within the time specified shall be placed immediately on involuntary leave of absence.

Section 4. Extended health leave due to physical or mental causes not falling within the cumulative sick leave policy may be granted without pay and without accumulation of seniority to an employee upon the recommendation of the Superintendent and upon the approval of the Board. The attending physician shall send to the Superintendent a written diagnosis. Such health leave may be considered for renewal annually.

ARTICLE XXI - TERMINATION OF EMPLOYMENT

Section 1. Any employee covered under this bargaining unit who leaves the employ of the Wyandotte Board of Education shall give at least two-weeks' notice in writing to the Superintendent or his/her designee and to the immediate supervisor.

ARTICLE XXII – VETERAN’S RIGHTS

Section 1. An employee returning from a leave of absence for military service shall, within ninety (90) days of receiving an honorable discharge, be granted the privilege of exercising his/her seniority (including accumulated service seniority). The employee may take, without bid, the job he/she vacated on going into service, or any job for which he/she is qualified, if said job is held by an employee of lesser seniority. Demotions shall be made according to Article IX, "Seniority". However, a leave of absence, including its return-to-work privileges, shall be terminated in the event an employee extends his/her military service by enlistment or re-enlistment.

ARTICLE XXIII - STRIKES AND LOCKOUTS

Section 1. The union shall not cause, engage in or sanction any strike or refusal to perform the duties of employment by any employee covered under this Agreement and no employee covered under this Agreement shall cause or participate in any strike or refusal to perform the duties of his/her employment.

Section 2. Any employee who causes or participates in any strike or refusal to perform the duties of his/her employment shall be subject to disciplinary action including discharge.

Section 3. The Board shall not cause or permit any lockout of its employees covered under this Agreement.

ARTICLE XXIV - SPECIAL CONFERENCE

Section 1. Special conferences may be arranged between the Superintendent of Schools or designee and the Union, represented by the president or his/her designee and another union member, upon mutual agreement of the Superintendent and the Union.

Section 2. Arrangements for such a special conference shall be made in advance and a written agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Items taken up shall be confined to those included in the agenda and shall be restricted to matters which previously were discussed with the Director of Engineering, but were unsatisfactorily resolved. Items or issues pending at any step of the grievance procedure shall not be the subject of a special conference.

Section 3. The two union members mentioned above shall not lose time or pay for time spent in such special conferences if held during their scheduled working hours.

Section 4. The Superintendent or the Union, or both, may bring special consultants or advisors to such meetings.

ARTICLE XXV - GENERAL

Section 1. (a) The Board shall furnish each employee in the bargaining unit a copy of this Agreement. New employees shall be given a copy at the time of their employment.

(b) The Union shall be represented by two stewards, one on the day shift and one on the afternoon shift. The Union shall designate which of the two is the chief steward and shall so notify the administration in writing. All grievances will be processed by the chief steward only. The Union shall designate a representative to be contacted in the absence of the regular stewards.

Section 2. The Superintendent or Director of Engineering shall notify the President of the Union whenever a new employee is employed within the bargaining unit.

Section 3. (a) An employee temporarily working at a higher classification than his/her regular classification shall be paid at the rate of pay of the higher classification while so employed. An employee temporarily (assigned by management as needed) working at a lower classification than his/her regular classification shall be paid his/her regular rate while so assigned.

(b) It shall be the right of management to assign utility personnel whose jobs are so specified to various jobs at various times. Utility personnel permanently assigned to a single building shall receive five cents (.05) per hour premium during the time assigned to a swing shift.

Section 4. In the event the Engineer of a building is absent from his/her job for more than one shift, his/her job shall be filled by the Assistant Engineer or an available Engineer. In the absence of an Assistant Engineer or a Custodian I, other than leaves of absences, the position may be filled by overtime or temporarily transferring Assistant Engineers or Custodian I's or Custodian II's into those positions. In the absence of a Custodian II, the position may be filled by a Custodian II or a substitute.

Section 5. Supervisors may perform bargaining unit work in an emergency situation and for the purpose of instruction or training, repair of equipment, or trying out new equipment provided such assignment does not result in the displacement of any employee in the bargaining unit.

Section 6. The Board shall have the right to employ persons on a temporary or part-time basis and assign them wherever it sees fit provided that such persons shall not be assigned to any form of maintenance work which would result in the displacement of any employee in the bargaining unit.

Section 7. Any injury incurred in the cause of employment must be promptly reported to the employee's Supervisor or Building Principal. A report of any injury shall be submitted in writing

on a form to be provided by the Board. Failure to promptly report any injury shall be just cause for disciplinary action as follows:

1 st offense:	Written warning notice
2 nd offense:	Three (3) day suspension
3 rd offense:	Five (5) day suspension
4 th offense:	Discharge

Section 8. The Board reserves the right to establish reasonable rules and regulations consistent with the terms of this Agreement and to establish new job classifications. The rate structure for new job classifications will be subject to negotiation.

Section 9. The Board reserves all rights and powers conferred upon it by the Constitution and laws of the State of Michigan and of the United States except as expressly limited by this Agreement.

Section 10. The Board and the Superintendent of Schools reserve and retain full rights, authority and discretion in the proper discharge of their duties and responsibilities to control, supervise and manage the School District and its operating and maintenance employees except as otherwise expressly limited by this Agreement. In all matters wherein the exercise of judgment or discretion of the Board is involved, the decision of the Board shall be final and binding if made in good faith, i.e., not arbitrarily or capriciously, and if not contrary to the express provisions of this Agreement.

Section 11. To the extent that any section of the Agreement is ruled to be invalid by State or Federal law, the parties to the Agreement agree that the Agreement shall remain in full force and effect except the section deemed to be invalid by law.

Section 12. It is expressly understood that for the duration of this Agreement, the concept of contracted services will not be utilized in any other building or job classification.

ARTICLE XXVI - CLASSIFICATIONS & WAGE RATES

Section 1. The hourly wage rates are as follows:

	1996-97 - 2% raise	1997-98 - 1.5 raise	1998-99 - 2.5% raise	1999-2000 - 2.5% raise
CLASSIFICATION:	<u>1996-97</u>	<u>1997-8</u>	<u>1998-9</u>	<u>1999-2000</u>
Custodian II (Part-time) After 180 days	13.09	13.28	13.61	13.95
Custodian, Utility Custodian				
Starting Salary	13.84	14.05	14.40	14.76
90 days	13.93	14.21	14.49	14.85
After 180 days	14.41	14.63	14.99	15.37
Bus Driver, Asst. Eng.				
Starting Salary	14.07	14.28	14.64	15.00
After 90 days	14.15	14.36	14.72	15.09
After 180 days	14.62	14.84	15.21	15.59
Engineer, Head Custodian, Delivery Driver				
Starting Salary	14.46	14.68	15.05	15.42

After 90 days	14.55	14.76	15.13	15.51
After 180 days	15.11	15.34	15.72	16.11
Swing Engineer				
Starting Salary	14.56	14.77	15.14	15.52
After 90 days	14.62	14.84	15.21	15.59
After 180 days	15.22	15.45	15.84	16.24
RHS Engineer				
Starting Salary	14.72	14.94	15.31	15.70
After 90 days	14.80	15.02	15.40	15.86
After 180 days	15.36	15.59	15.98	16.38
RHS Swing Engineer				
Starting Salary	14.81	15.03	15.41	15.79
After 90 days	14.87	15.09	15.47	15.86
After 180 days	15.47	15.70	16.07	16.50
Asst. Painter, Roof & Door Worker, Stockroom Engineer				
Starting Salary	14.80	15.02	15.40	15.78
After one year	14.90	15.16	15.54	15.92
After two years	15.00	15.23	15.61	16.00
After three years	15.63	15.86	16.26	16.67
Asst. Mech. Engineer				
Starting Salary	15.74	15.97	16.37	16.78
After one year	15.85	16.09	16.49	16.90
After two years	15.97	16.21	16.62	17.03
After three years	17.06	17.32	17.75	18.20
Garage Coordinator/Gardener, Master Carpenter, Master Painter, Metals Worker, Electrician Mechanical Engineer	17.06 18.08	17.32 18.35	17.75 18.81	18.20 19.28

Section 2. A new wage scale that applies to all new hires as of July 1, 1996 will reduce entry-level wages. Maximum wages in each job will be the same as the above rates. When an employee hired after July 1, 1996, bids on a higher paying position, he/she will move to the same "step" in the new position.

CLASSIFICATION:	1996-7	1997-8	1998-9	1999-2000
<u>Custodian II</u>				
Step 0 (start)	8.09	8.28	8.61	8.95
1 (6 mos.)	9.09	9.28	9.61	9.95
2 (1 yr.)	10.09	10.28	10.61	10.95
3 (2 yr.)	11.09	11.28	11.61	11.95
4 (3 yr.)	12.09	12.28	12.61	12.95
5 (4 yr.)	13.09	13.28	13.61	13.95
<u>Custodian, Utility Custodian</u>				
Step 0 (start)	9.41	9.63	9.99	10.37
1 (6 mos.)	10.41	10.63	10.99	11.37
2 (1 yr.)	11.41	11.63	11.99	12.37
3 (2 yr.)	12.41	12.63	12.99	13.37
4 (3 yr.)	13.41	13.63	13.99	14.37
5 (4 yr.)	14.41	14.63	14.99	15.37
<u>Bus Dr., Asst. Eng.</u>				
Step 0 (start)	9.62	9.84	10.21	10.59
1 (6 mos.)	10.62	10.84	11.21	11.59
2 (1 yr.)	11.62	11.84	12.21	12.59
3 (2 yr.)	12.62	12.84	13.21	13.59

4 (3 yr.)	13.62	13.84	14.21	14.59
5 (4 yr.)	14.62	14.84	15.21	15.59
<u>Eng., Head Cust., Delivery Dr.</u>				
Step 0 (start)	10.11	10.33	10.72	11.11
1 (6 mos.)	11.11	11.33	11.72	12.11
2 (1 yr.)	12.11	12.33	12.72	13.11
3 (2 yr.)	13.11	13.33	13.72	14.11
4 (3 yr.)	14.11	14.33	14.72	15.11
5 (4 yr.)	15.11	14.34	15.72	16.11
<u>Swing Engineer</u>				
Step 0 (start)	10.22	10.45	10.84	11.24
1 (6 mos.)	11.22	11.45	11.84	12.24
2 (1 yr.)	12.22	12.45	12.84	13.24
3 (2 yr.)	13.22	13.45	13.84	14.24
4 (3 yr.)	14.22	14.45	14.84	15.24
5 (4 yr.)	15.22	15.45	15.84	16.24
<u>RHS Engineer</u>				
Step 0 (start)	10.36	10.59	10.98	11.38
1 (6 mos.)	11.36	11.59	11.98	12.38
2 (1 yr.)	12.36	12.59	12.98	13.38
3 (2 yr.)	13.36	13.59	13.98	14.38
4 (3 yr.)	14.36	14.59	14.98	15.38
5 (4 yr.)	15.36	15.59	15.98	16.38
<u>RHS Swing Engineer</u>				
Step 0 (start)	10.47	10.71	11.10	11.50
1 (6 mos.)	11.47	11.71	12.10	12.50
2 (1 yr.)	12.47	12.71	13.10	13.50
3 (2 yr.)	13.47	13.71	14.10	14.50
4 (3 yr.)	14.47	14.71	15.10	15.50
5 (4 yr.)	15.47	15.70	16.09	16.50
<u>Asst. Painter, Roof & Door Worker,</u>				
<u>Stockroom Mgr.</u>				
Step 0 (start)	13.13	13.36	13.76	14.17
1 (6 mos.)	13.63	13.86	14.26	14.67
2 (1 yr.)	14.13	14.36	14.76	15.17
3 (2 yr.)	14.63	14.86	15.26	15.67
4 (3 yr.)	15.13	15.36	15.76	16.17
5 (4 yr.)	15.63	15.86	16.26	16.67
<u>Asst. Mech. Eng. Garage Coord./Gardener,</u>				
<u>Master Carpenter, Master Painter, Metals</u>				
<u>Worker, Electrician</u>				
Step 0 (start)	14.56	14.82	15.25	15.70
1 (6 mos.)	15.06	15.32	15.75	16.20
2 (1 yr.)	15.56	15.82	16.25	16.70
3 (2 yr.)	16.06	16.32	16.75	17.20
4 (3 yr.)	16.56	16.82	17.25	17.70
5 (4 yr.)	17.06	17.32	17.75	18.20
<u>Mechanical Engineer</u>				
Step 0 (start)	15.56	15.85	16.31	16.78
1 (6 mos.)	16.06	16.35	16.81	17.28
2 (1 yr.)	16.56	16.85	17.31	17.78
3 (2 yr.)	17.06	17.35	17.81	18.28
4 (3 yr.)	17.56	17.85	18.31	18.78
5 (4 yr.)	18.08	18.35	18.81	19.28

ARTICLE XXVII - INSURANCE AND RETIREMENT

Section 1. The Board shall provide each employee with the following type of health insurance: Blue Cross MVF-2 Master Medical Option IV with the \$2.00 co-pay prescription drug rider, the VSR rider, and FAE-RC rider. (Eligible insurance riders may be purchased at the employee's expense.)

For those employees who are Custodian II's or twenty (20) hour employees, the Board will pay the prorated cost of the above mentioned Blue Cross MVF-2 Master Medical. Part-time employees who work 80 hours in a pay period (2 weeks), who are currently purchasing health care insurance from the employer at a prorated rate, will have 100% of the health care premium, paid by the Board of Education for that time period.

The Family & Medical Leave Act is applicable for any employee who has worked one full year for the District & allows employees to take up to 12 weeks per year of leave for his/her own serious illness, a child-care leave, or to take care of a parent or child who is seriously ill and still retain full benefits. Health care coverage will be provided for the employee only, for a period of three (3) additional months after the last day he/she used FLMA benefits, or for (six) 6 months after he/she is laid off.

Section 2. The Board will provide all full-time employees who are members of this bargaining unit with a death benefit of \$25,000, with an accidental death benefit of \$10,000. This benefit shall not be applicable to newly hired employees until they have actually commenced work and shall not be applicable to employees on leave of absence, except that employees on a leave of absence for personal business for ten (10) days or less shall be covered, and except that persons on leave of absence because of the school year (July 1 to June 30) in which they were actually employed. Under the same conditions as appear above, part-time employees will be given a death benefit of \$12,500 with a \$5,000 accidental death benefit rider.

Section 3. The Board will provide long-term disability insurance. The policy shall begin coverage at the end of 180 days of continuous disability and provide benefits until the employee is age 65. The amount of the benefit, including any payments received pursuant to Workers' Compensation, shall be equal to 60% of the employee's weekly income at the time of the disability. This insurance will be purchased by the Board from a carrier company and will be subject to the customary conditions of long-term disability insurance policies.

Section 4. An employee who has been employed by the Board for twenty (20) years or more and retires because of age or medical reasons shall receive a lump sum severance payment equal to 208 hours of pay at the 180 day rate for the lowest job classification, provided the employee is eligible to receive and has made application to receive a monthly pension from the Michigan Public School Employees' Retirement Fund. The foregoing payment shall not be made in the event of the death of an employee. Any employee who retires and receives the benefit provided in this Section and is subsequently re-employed by the Board shall not be eligible to again receive such benefit upon his/her later retirement.

Michigan Public School Retirement System. The benefit shall be in the amount of \$2,000 for full-time employees with ten (10) years or more of service. The benefit for part-time employees who have been with the School District twenty (20) years or more, or ten (10) years but less than twenty (20) years, shall be \$1,000 and \$500 respectively.

Section 6. The Board shall provide each employee with Delta Dental Plan E with 0-1 rider or with a dental insurance plan by a carrier of the Board's choice providing equivalent benefits to the employees. The Board will pay the prorated premium cost for part-time employees taking the insurance.

Section 7. The Board shall further provide each employee with vision insurance under either MESSA Vision Plan 2, as provided as of 10/90, full family coverage, or with vision insurance by a carrier of the Board's choice providing equivalent benefits to the employees.

ARTICLE XXVIII - DURATION

This Agreement shall be in full force and effect from July 1, 1996 through June 30, 2000, and shall continue in effect from year to year thereafter unless written request to modify or terminate is delivered by either party to the other at least sixty (60) days prior to June 30, 1996. A request to modify or terminate shall state the items to be negotiated.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized representatives as of the day and year first above written.

THE SCHOOL DISTRICT of the
of WYANDOTTE

LOCAL 1055/COUNCIL 25 AFSCME

By Patricia A. Cole
David Sutenschnoy
Edmund Campbell

By David J. Kennedy Jr.
Robert M. Page
Thomas J. D'Amico
James English
Robert J. [unclear]
John E. [unclear]

