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HARTLAND

CUSTODIAL-MAINTENANCE
EMPLOYEES

CHAPTER OF LOCAL #2652

COUNCIL #25, AFSCME,
AFL-CIO

1995 - 2001

Hartland Custodial-Maintenance

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AGREEMENT

This Agreement entered into on this 1st day of July, 1995, between the Board of Education of Hartland Consolidated Schools (hereinafter referred to as the "Employer") and Hartland Consolidated Schools Custodial-Maintenance Employees Chapter of Local #2652, affiliated with Council #25 A.F.S.C.M.E., AFL-CIO (hereinafter referred to as the "Union").

(NOTE: The headings used in the Agreement and exhibits neither add to nor subtract from the meaning, but are for reference only.)

This Agreement supersedes and cancels all policies, practices and procedures written or oral between the parties and constitutes the entire Agreement. Both parties have had an opportunity to present all matters of concern in negotiations. Neither party shall be required to enter into negotiations on any item for the length of this Agreement unless mutually agreed.

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the Employees and the Union.

The parties recognize that the interest of the community and the job security of the employees depend upon the Employer's success in establishing a proper service to the community.

To these ends the Employer and the Union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE 1 - RECOGNITION

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining with respect to rate of pay, wages, hours, and other conditions of employment for the term of this Agreement of all full-time and part-time custodial/maintenance employees, excluding bus drivers, office clerical employees, administrative employees, supervisors as determined by the commission and all other school employees.

ARTICLE 2 - DEFINITION OF EMPLOYEES

- A. The term employee and employees as used in this Agreement shall mean a regular employee or regular employees within the bargaining unit represented by the Union, except for irregular temporary employees and students who are excluded from the bargaining unit.
- B. The term "irregular temporary employee" as used in this Agreement shall mean an employee whose employment is either full or part-time but limited to a maximum duration of not more than ninety (90) day periods and for:
1. A specific project.
 2. The purpose of relieving regular staff members who are absent due to illness, leave of absence, or vacations.
 3. Augmenting the regular staff to meet requirements of the system.
- C. Irregular temporary employees shall not be used to deprive employees of ad hoc overtime opportunities which may arise from time to time. The use of irregular temporary employees shall not be the cause of any layoff or reduction in hours of regular employees. The Employer may use government-funded workers in the same manner and under the same conditions as irregular temporary employees. The Union will not withhold its concurrence without just cause. Additionally, irregular temporary employees nor government-funded workers shall be used in consecutive 90 day periods to do the work of a bargaining unit position that has been vacated by resignation, retirement, abandonment, discharge or quit, in order to avoid the posting and filling of that position according to the procedures of Article 20 of this Agreement.
- D. The term "student employee" shall mean any student of Hartland Consolidated Schools employed as set forth above or on a work-study program.

ARTICLE 3 - MANAGEMENT RIGHTS AND RESPONSIBILITIES

- A. The Board, on its own behalf and on behalf of the electors of the school district, hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the school code and the laws of the state, the constitution of the State of Michigan and/or the United States. Such rights, duties shall include by way of illustration and not by way of limitation, the right to:

ARTICLE 3 - MANAGEMENT RIGHTS AND RESPONSIBILITIES (continued)

1. Hire qualified employees as may be required.
 2. The general care and custody of the schools and property of the district, and to make and enforce suitable rules and regulations for the general management of the schools and the preservation of the property of the district.
 3. Establish and carry on such grades, schools and departments as it shall deem necessary or desirable for the maintenance and improvement of the schools.
 4. To make reasonable rules and regulations relative to anything whatever necessary for the proper establishment, maintenance, management and carrying on of the public schools of the Hartland Consolidated School District.
 5. Determine the services, supplies and equipment necessary to continue its operation and to determine all methods and means of distributing the above and establishing standards of operation, the means, methods and processes of carrying on the work.
- B. In meeting such responsibilities, the Board acts through its administrative staff. Such responsibilities include, without being limited to, the establishment of educational policies, the construction, acquisition and maintenance of school buildings and equipment, the evaluation, discipline, promotion and termination of employees; and the establishment and revision of rules and regulations governing and pertaining to work and conduct of its employees. The Board and administrative staff shall be free to exercise all of its managerial rights and authority.
- C. The Union recognizes that the Board has responsibility and authority to manage and direct, in behalf of the public, all the operations and activities of the school district to the full extent authorized by law, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provision of the Agreement.
- D. The Employer agrees to comply with all reasonable requests for information which the Union requests to process any grievance or complaint.
- E. The parties agrees to comply with Omnibus Transportation Act.

ARTICLE 4 - UNION RIGHTS AND RESPONSIBILITIES

- A. Union employees agree to uphold this Agreement, policies, rules, regulations and practices of the Board. Each employee accepts responsibility to strive for excellence in his work, and to take advantage of opportunities for continually improving his skills and relationship with his fellow workers and superiors.
- B. The Chapter Chairperson shall be allowed time off his/her job without loss of time or pay in accordance with the terms of this section to investigate grievances, attend disciplinary hearings, appeal hearings, special conferences and to discuss grievances with supervisors and/or stewards prior to reducing the grievance to writing, upon having received permission from the supervisor to do so.

At times which do not interfere with the normal operation of the school district, the supervisor will normally grant permission and provide sufficient time to the Chapter Chairperson to leave his/her work for these purposes. The privilege of the Chapter Chairperson leaving his/her work during working hours without loss of time or pay is subject to the understanding that the time will be devoted to the proper handling of the above mentioned, and will not be abused. The Chapter Chairperson will perform his/her regularly assigned work at all times, except when necessary to leave work to handle grievances as provided herein. Any alleged abuse by either party will be a proper subject for a Special Conference.

- C. The Union shall have the right to use school facilities within established Board policy for building use.
- D. The Union agrees to supply all information which the Board requests to process any grievance or complaint.
- E. Nothing in this Agreement shall be construed to deny or restrict an employee's rights under the Michigan General School Law or applicable civil laws.

ARTICLE 5 - HEALTH PHYSICAL EXAMINATIONS

In order to provide continuing health protection for students and employees, it shall be the policy of the Board that:

- A. Upon initial employment, each employee at Board expense will be required to have a physical examination certifying that the individual is capable of carrying out his/her particular assignment.
- B. All employees must have once every three (3) years, a tuberculin skin test or chest x-ray. A certificate of freedom from tuberculosis must be filed with the Business Office prior to the opening of the school year or not later than fifteen (15) days after the first day of school. It is the employee's responsibility to obtain the above mentioned certificate. Failure to file said certificate by October 1 will result in withholding pay until such filing has been completed. The T.B. examination must have been taken within nine (9) months preceding the opening of school.

ARTICLE 5 - HEALTH PHYSICAL EXAMINATIONS (continued)

- C. A health certificate to be secured at Board expense, from a mutually agreed upon physician, attesting to the continuing employability of the employee, must be presented to the Board once every five (5) years after initial employment.
- D. The Union and the Board jointly recognize that substance abuse and/or emotional distress may be a serious problem adversely affecting an employee's job performance. The parties further agree that the goal of the Board and the Union to provide an environment conducive to a high quality education program for students requires that employees report for work fit for duty and not in an impaired state.

The Board agrees that any bargaining unit member with a substance abuse problem, or who is suffering severe emotional distress, and who requests diagnosis or treatment will not jeopardize his/her job rights or job security because of such request and that such problems will be handled in a confidential manner. An employee may utilize paid leave days and/or vacation as necessary for such treatment.

When an administrator/supervisor observes a bargaining unit member experiencing difficulties in maintaining his/her performance and those difficulties, in the opinion of the administrator/supervisor, are due to substance abuse/emotional distress, he/she may discuss the apparent difficulties with the bargaining unit member at a specially scheduled conference. The bargaining unit member shall be afforded the right to have appropriate Union representatives(s) present at such interview, unless the employee waives his/her right to such representation.

The parties concern is limited to problems which cause poor attendance and/or unsatisfactory performance on the job and the Board shall expressly retain the right to direct and/or enforce appropriate employee conduct as determined by the Board.

ARTICLE 6 - UNION SECURITY - UNION MEMBERSHIP

- A. Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be required as a condition of continued employment, to continue membership in the Union or pay a service fee to the Union as established by the Union for the duration of the Agreement.
- B. Employees covered by this Agreement who are not members of the Union at the time it becomes effective shall be required as a condition of continued employment to become members of the Union or pay a service fee established by the Union commencing thirty (30) days after the effective date of this Agreement and such conditions shall be required for the duration of the Agreement.
- C. Employees hired, rehired, reinstated or transferred into the bargaining unit after the effective date of the Agreement and covered by the Agreement shall be required as a condition of continued employment to become members of the Union or pay a service fee to the Union as established by the Union for the duration of the Agreement commencing the 30th day following the beginning of their employment in the unit.

ARTICLE 7 - UNION DUES AND INITIATION FEE

A. Payment by Check-off:

Employees shall tender the initiation fee and monthly membership dues by signing the Authorization for Check-off of dues form.

Check-off Forms: During the life of this Agreement and in accordance with the authorization for payroll deduction form provided by Michigan Council 25, AFSCME, the Employer agrees to deduct Union membership dues from the pay of each employee who executes or has executed the form.

B. When deductions begin:

Check-off deductions under all properly executed Authorization for Check-off Dues forms shall become effective at the time the application is signed by the Employee and shall be deducted from the first pay of the month and each month thereafter.

C. Remittance of dues to Financial Office:

Deductions for any calendar month shall be remitted to the designated Financial Office of Council 25 with a list for whom dues have been deducted within ten (10) days thereafter.

D. Termination of Check-off:

An employee shall cease to be subject to Check-off deductions beginning with the month immediately following the month in which he is no longer a member of the bargaining unit. The Local Union will be notified by the Employer of the names of such employees following the end of each month in which the termination took place.

E. Disputes concerning membership:

Any dispute arising as to an employee's membership in the Union shall be reviewed by the designated representative of the employer and a representative of Council #25, and if not resolved may be decided at the final step of the grievance procedure. No employee will be terminated during any internal Union appeal relative to the level of service fees.

ARTICLE 8 - STEWARDS AND ALTERNATE STEWARDS

A. The employees covered by this Agreement shall have steward representation as follows:

1. First Shift
1 steward
1 steward for maintenance and utility
2. Second Shift
1 steward - Hartland High School
1 steward - Village Complex and Round Elementary
1 steward - Lakes Elementary and Farms Intermediate School
1 steward - Hartland Middle School at Ore Creek

ARTICLE 8 - STEWARDS AND ALTERNATE STEWARDS (continued)

- B. Alternate stewards may be appointed by the Chapter Chairperson during the absence of any of the duly elected stewards.
- C. The building Stewards, during their working hours, without loss of time or pay, may in their own building for which they are responsible, in accordance with the terms of this section, investigate and present grievances to the Employer, upon having received permission from his/her supervisor to do so. At times which do not interfere with the normal operation of the school district, the supervisor will normally grant permission and provide sufficient time to the Steward to leave his/her work for these purposes. The privilege of building Stewards leaving their work during working hours without loss of time or pay is subject to the understanding that the time will be devoted to the proper handling of grievances and will not be abused; the building Stewards will perform their regularly assigned work at all times, except when necessary to leave their work to handle grievances as provided herein. Any alleged abuse by either party will be a proper subject for a Special Conference.
- D. The Union shall keep the Employer advised in writing of the names of all officers, stewards or alternate stewards.
- E. At such time as new schools are opened and operational with four (4) or more custodial employees, one (1) Steward may be added by designation of the Union for those facilities.

ARTICLE 9 - SPECIAL CONFERENCES

- A. Special Conferences for important matters will be arranged between the Chapter Chairperson and the Employer or its designated representative upon the request of either party. Such meetings may be between at least two (2) representatives of the Union and two (2) representatives of management. Arrangements for such Special Conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in a Special Conference shall be confined to those included in the agenda.

Conferences shall be held at mutually agreed times. The members of the Union shall not lose time or pay for time spent in such Special Conferences. This meeting may be attended by a representative of the Council and/or a representative of the International Union. The members of the Union shall not lose time or pay for time spent in negotiating sessions as an official member of the Union negotiating team. There shall be no more than two (2) Union members negotiating on company time at any one time.

- B. The Union representative may meet at a place designated by the employer on the employer's property for at least one-half hour immediately preceding the conference with the representatives of the employer for which a written request has been made.

ARTICLE 10 - GRIEVANCE PROCEDURE

- A. A claim by an employee or the Union that there has been a violation, misinterpretation or misapplication of any provision of this Agreement, may be processed as a grievance as hereinafter provided.

ARTICLE 10 - GRIEVANCE PROCEDURE (continued)

- B. In the event that an employee believes there is a basis for a grievance, they shall, within five (5) work days of the date of the occurrence or event which gave rise to the grievance, first discuss the alleged grievance with their immediate supervisor either personally or accompanied by a Union Representative.
- C. If as a result of the informal discussion with the immediate supervisor a grievance still exists, the formal grievance procedure may be invoked on the form set forth in Appendix B signed by the grievant and a representative of the Union. The grievance form should include an identification number as established by the Union, based upon year and grievance number (e.g., 91-1, 91-2, 92-1). A copy of the grievance form shall be delivered to the immediate supervisor within ten (10) working days of the date of the informal meeting. If the grievance involves more than one supervisor or building, it may be filed with the Assistant Superintendent for Business and Operations.
- D. Within three (3) work days of receipt of the grievance, the immediate supervisor shall meet with the Union in an effort to resolve the grievance. The supervisor shall indicate their disposition of the grievance in writing within five (5) work days of such meeting to the Union.
- E. If the Union is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) work days of such meeting, the grievance shall be transmitted within five (5) work days by the Union to the Assistant Superintendent for Business and Operations. Within five (5) work days the Asst. Supt. for Business and Operations or his designee shall meet with the Union Steward on the grievance and shall indicate his disposition of the grievance in writing within ten (10) work days of such meeting, to the Union.
- F. If the Union is not satisfied with the disposition of the grievance by the Assistant Superintendent for Business and Operations, or if no disposition has been made within ten (10) work days of such meeting, the grievance shall be transmitted to the Superintendent within ten (10) work days by filing a written copy thereof. Disposition of the grievance in writing by the Superintendent shall be made no later than ten (10) work days thereafter in writing to the Union.
- G. If the Union is not satisfied with the disposition of the grievance by the Superintendent or if no disposition has been made within the ten (10) work day period, the Union may submit the grievance to binding arbitration before an impartial arbitrator by filing a demand for arbitration with the American Arbitration Association within fifteen (15) work days of the Superintendent's disposition or the deadline for the disposition. After a case has been referred to the American Arbitration Association, the case may not be withdrawn by either party except by mutual consent.
- H. The arbitrator shall be selected according to the rules of the American Arbitration Association which shall likewise govern the arbitration proceedings. The Board and the Union shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, ignore, modify, add to, or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator made within the scope of his authority under this Agreement. The fees and expenses of the arbitrator shall be shared equally by the parties.

ARTICLE 10 - GRIEVANCE PROCEDURE (continued)

- I. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties.
- J. If an individual employee has a grievance which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no formal grievance shall be processed without sanction of the Union, nor shall any disposition be inconsistent with the terms of this Agreement.

ARTICLE 11 - DISCHARGE AND DISCIPLINE

The right to discharge or discipline employees shall remain in the sole discretion of the Employer, but no discharge or discipline shall be made without just cause.

- A. Notice of discharge or discipline: The Employer agrees promptly upon the discharge or discipline of an employee to notify in writing the local unit's Chapter Chairperson.
- B. The discharged or disciplined employee will be allowed to discuss his/her discharge or discipline with the Chapter Chairperson and the Employer will make available an area where he/she may do so before he/she is required to leave the property of the Employer. Upon request, the immediate supervisor will discuss the discharge or discipline with the employee and the Chapter Chairperson.
- C. Appeal of Discharge or Discipline: Should the discharged or disciplined employee or the Chapter Chairperson consider the discharge to be improper, a grievance shall be presented in writing through the Chapter Chairperson to the immediate supervisor within three (3) regularly scheduled working days after receiving the grievance. If the decision is not satisfactory to the Union, the matter shall be referred to the grievance procedure at Level Two.
- D. Use of Past Record: In imposing any discipline on a current charge, the Employer will not take into account any prior infractions which occurred more than two (2) years previously nor impose discipline on an employee for falsification of his Employment Application after a period of two (2) years from his date of hire.
- E. If any employee for whom a grievance is sustained shall be found to have been unjustly discharged, the employee shall be reinstated with full reimbursement of all compensation lost. If the employee shall have been found to have been improperly deprived of any compensation, the same or its equivalent in money shall be paid to them.

ARTICLE 12 - SENIORITY - PROBATIONARY EMPLOYEES

- A. New employees hired in the unit shall be considered as probationary employees for the first 60 calendar days of their employment. When an employee finishes the probationary period, he shall be entered on the seniority list of the unit and shall rank for seniority from the date of hire. There shall be no seniority among probationary employees. Probationary employees shall not be eligible for Holiday pay.

ARTICLE 12 - SENIORITY - PROBATIONARY EMPLOYEES (continued)

- B. The Union shall represent probationary employees for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in Article 1 of this Agreement, except discharged and disciplined employees for other than Union activity.
- C. Seniority shall be on a bargaining unit wide basis in accordance with the employee's last date of hire. The seniority of part-time employees shall be prorated in relation to seniority acquired by full-time employees. Should two or more employees have a common date of hire, ranking among them shall be determined by first distinguishing between those who have past experience in custodial-maintenance work with the employer prior to their date of hire and those who do not have such past experience. Those with such past experience shall be ranked above those who don't. Should two or more employees remain tied in rank within the two groups of those with past experience and those without, ranking among the tied employees within the respective groups shall be determined by ranking the employees according to the last four digits of their social security numbers. The highest four digits designate the highest rank position.

ARTICLE 13 - SENIORITY LISTS

- A. Seniority shall not be affected by the race, sex, marital status, or dependents of the employees.
- B. The seniority list on the date of this Agreement will show the names and job titles of all employees of the unit entitled to seniority.
- C. The Employer will keep the seniority list up-to-date at all times and will provide the Chapter Chairperson with an up-to-date copy, annually or on request.

ARTICLE 14 - LOSS OF SENIORITY

An employee shall lose his seniority for the following reasons only:

- A. He quits.
- B. He is discharged and the discharge is not reversed through the procedure set forth in this Agreement.
- C. If he does not return to work when recalled from layoff as set forth in the recall procedure.
- D. Employees shall not accrue seniority during layoff but shall be frozen from the date of layoff.

ARTICLE 15 - SENIORITY OF OFFICERS AND STEWARDS

In the event of a layoff only, the unit's Chapter Chairperson and secretary shall continue to be employed as long as jobs remain in their classifications requiring their services. Stewards shall in the event of a layoff, be credited with one (1) year of additional seniority with regard to job retention, providing that they have the ability to do the work available. The steward shall add this additional year to his/her current seniority prior to utilizing his/her rights under Article 17 and the additional year shall be exclusively for the purpose of layoff and recall.

ARTICLE 16 - SUPPLEMENTAL AGREEMENTS

All proposed supplemental agreements shall be subject to Good Faith negotiations between the Employer and the Union. They shall be approved or rejected within a reasonable period of time following the conclusion of negotiations.

ARTICLE 17 - LAYOFF DEFINED

- A. The word "layoff" means a reduction in the working force due to a decrease of work, or lack of funds.

When a position is eliminated by the employer, the employee in the eliminated position is considered to be on a layoff. When a layoff occurs, the employee is in "layoff status". This is not to be interpreted to mean that the employee is automatically "on the street". The employee in "layoff status" has the option to use his/her seniority to bump a less senior employee in an equal or less classification in accordance with Article 17 B.

- B. If it becomes necessary for a layoff, the following procedure will be followed: "Irregular temporary employees", followed by probationary employees will be laid off first. Seniority employees will be laid off according to inverse seniority as defined in Article 12 C. and Article 15. In proper cases exceptions may be made. Employees laid off shall be allowed to use their seniority to bump less senior employees in equal or lower pay classifications provided they have the ability to perform the work of that classification. Disposition of these cases will be a proper matter for Special Conference and if not resolved, it shall then be subject to the final step of the grievance procedure.
- C. Employees to be laid off will have at least seven (7) calendar days' notice of layoff. The Chapter Chairperson shall receive a list from the Employer of the employees being laid off on the same date the notices are issued to the employees.
- D. Employees may accept a layoff voluntarily on a high seniority basis. Once laid off, the employee shall not be able to return to work except through the normal recall process.

ARTICLE 18 - RECALL PROCEDURE

When the working force is increased after a layoff, employees will be recalled according to seniority, as defined in Article 12 C. and Article 15. Notice of recall shall be sent to the employee at his last known address by registered or certified mail. If an employee fails to report for work within ten (10) calendar days from date of mailing of notice of recall he shall be considered a quit.

ARTICLE 19 - TRANSFERS

If an employee is transferred to a position under the employer not included in the unit and is thereafter transferred again to a position within the unit, he/she shall not have accumulated seniority while working in the position to which he/she was transferred.

ARTICLE 20 - JOB VACANCIES, SHIFT PREFERENCE AND NEW POSITIONS

- A. Job vacancies within the bargaining unit shall be filled on the basis of seniority and qualifications. Job vacancies will be posted for a period of five (5) working days, setting forth the minimum requirement for the position in a conspicuous place in each building. Employees interested shall apply within the five (5) working days posting period. The senior employees applying and who meet the minimum requirements shall be granted a thirty (30) working day trial period to determine his ability to perform the job. The trial period for transfer within classification will be reduced to fifteen (15) working days.

The Employer shall reserve the right to utilize testing (practical/written) to determine qualifications, subject to the following conditions:

1. The Employer shall determine the passing score if a test is to be administered and include in the posting that a test is required, along with notice of what constitutes a passing score.
2. The Union Chapter Chairperson shall have the opportunity to review the test and offer recommendations.
3. The test shall be reasonably related to expected job duties.
4. The test shall be administered under uniform conditions.
5. Test results will be reviewed with the individual employee upon request.
6. The Employer agrees not to initiate written tests for custodian/head custodian positions.

In the event the senior applicant is denied the promotion, reasons for denial shall be given in writing to the employee with a copy to the Chapter Chairperson; in the event the senior applicant disagrees with the reasons for denial it shall be a proper subject for the grievance procedure, at the Second Level.

ARTICLE 20 - JOB VACANCIES, SHIFT PREFERENCE AND NEW POSITIONS (continued)

- B. During the 30 working day trial period, the employee shall have the opportunity to revert back to his/her former classification. If the employee is unsatisfactory in the new position, notice and reasons shall be submitted to the employee in writing by the Employer with a copy to the Chapter Chairperson. The matter may then become a proper subject for the Second Level of the grievance procedure.
- C. An employee reverting back to his/her former classification shall not be eligible for another trial period for six (6) months following his/her return.
- D. During the trial period, employees will receive the rate of the job they are performing.
- E. All temporary vacancies that are known or expected to exceed 60 calendar days (i.e., vacancies due to leave of absence and workers' compensation leaves) will be posted as "temporary vacancies" in accordance with the regular procedures found in this agreement. Temporary vacancies shall not exceed two (2) years.

The posting of a temporary vacancy shall include notification that the awarding of the position will be reversed in the event of the original employee's return.

Should the temporary vacancy become permanent, or if the two-year period should expire, the temporary assignments shall become permanent and the vacant position will be immediately posted in accordance with the regular procedures found in this Agreement.

The Employer shall only be required to post the original temporary vacancy, unless the temporary vacancy is known or expected to exceed 180 calendar days. One succeeding temporary vacancy will be posted, if one exists, as a result of the first posting being filled when the original temporary vacancy is known or expected to exceed 180 calendar days.

In the event an employee holding a temporary position successfully bids on a permanent vacancy, upon completion of any necessary trial period the last permanent position held by that employee shall be posted as a permanent vacancy. The vacated temporary position shall be promptly reposted as a temporary vacancy.

A reposted temporary position will be only for the remainder of the temporary vacancy to finish out the temporary position as initially posted. The substitute will then be utilized to fill any subsequent temporary vacancy occurring as a result of the reposting.

ARTICLE 20 - JOB VACANCIES, SHIFT PREFERENCE AND NEW POSITIONS (continued)

F. When it is known or expected that a head custodian will be off work for at least three (3) consecutive work days, the position and responsibilities will be filled as follows:

1. By choice, in order of seniority. If the most senior employee electing the position is on the day shift, he/she will change to the second shift if school is in session.
2. If no one within the building elects to assume the head custodian responsibilities, the most senior employee on the second shift in that building will be appointed.
3. If there are only two custodians working in a building, one on days and one on nights, the day person may assume the head custodian responsibilities without going on second shift.
4. All temporary vacancies in the head custodian position that are known or expected to exceed 60 calendar days will be posted as noted in Article 20, E.

Individuals assuming head custodian responsibilities under this section will receive head custodian pay for all days worked in that position.

ARTICLE 21 - VETERANS - REINSTATEMENT OF

The re-employment rights of employees and probationary employees will be in accordance with all applicable laws and regulations.

ARTICLE 22 - EDUCATIONAL LEAVE OF ABSENCE FOR VETERANS

- A. Employees who are reinstated in accordance with the Universal Military Training Act, as amended, and other applicable laws and regulations will be granted leaves of absence without pay for a period not to exceed a period equal to their seniority in order to attend school full time under applicable federal laws in effect on the date of this Agreement.
- B. Employees who are in some branch of Armed Forces Reserve or the National Guard will be paid the difference between their Reserve pay and their regular pay with the district when they are on full time active duty in the Reserve or National Guard, provided proof of service and pay is submitted. A maximum of two (2) weeks per year is the limit.

ARTICLE 23 - LEAVE OF ABSENCE - WITHOUT PAY

- A. Leaves of absence for a period not to exceed one (1) year will be granted within fourteen (14) calendar days for:
 1. Serving in any public or union elected or appointed position.

ARTICLE 23 - LEAVE OF ABSENCE - WITHOUT PAY (continued)

2. Childbirth/child care leave in lieu of utilizing paid leave. Employees may at their discretion, elect to use their accumulated sick leave for the period of disability due to pregnancy or may choose to request a childbirth/child care leave without pay. Should an employee elect to use their accumulated sick leave during their pregnancy related disability or complications therefrom and their accumulation is exhausted, they will be placed on a leave of absence without pay for physical illness.
 3. Illness leave (physical or mental).
 4. Serious illness of a member of the immediate family.
 5. Military leaves to any employee who is inducted.
- B. Upon expiration of any of the above leaves of absence, the employee shall be returned to his or her former position within the bargaining unit. It is acknowledged that to accommodate return of the employee to his or her former position, the employer may utilize substitute employees for the duration of the leave as a specific exemption from the limitations of Article 2 - Definition of Employees.
- C. Leaves of absence may be extended for an additional twelve (12) months.
- D. In the event of an unpaid leave of thirty (30) calendar days or more employees shall not lose his/her seniority but seniority shall not accrue for the period of the leave.
- E. Employees shall not be eligible to receive or accrue any fringe benefits while on leave.
- F. Applications for leaves of absence must be made in writing and submitted to the Superintendent of Schools or his designee.
- G. Members of the Union elected to attend a function of the International Union or Council #25, such as conventions or education conferences, shall be allowed time off without pay to attend such conferences and/or conventions.
- H. An employee on a leave of more than 60 calendar days will provide at least five (5) working days notice of intent to return. The employee may also elect to return prior to the scheduled expiration of the leave, provided the five (5) working day notice of intent to return is given. An approved leave of 60 calendar days or less shall be of a fixed duration and the employer may expect the employee to report at their normal time on the first workday following the last day of the approved leave.
- I. Leaves of absence for other reasons may be approved at the discretion of the Superintendent/Superintendent's designee.

ARTICLE 23 - LEAVE OF ABSENCE - WITHOUT PAY (continued)

- J. Leave provisions of this Agreement shall be construed consistently with the requirements of the Family Medical Leave Act. However, if the leave provisions under this Article are more generous, this Agreement shall prevail. All such leaves may be concurrent with, and not in addition to, any other applicable leaves provided for in this Agreement.

ARTICLE 24 - UNION BULLETIN BOARDS

- A. The Employer will provide bulletin boards in each building which may be used by the Union for posting notices of the following types:
1. Notices of recreational and social events.
 2. Notices of Union elections.
 3. Notices of results of Union elections.
 4. Notices of meetings.

ARTICLE 25 - RATES FOR NEW JOBS

When a new job is placed in a unit and cannot be properly placed in an existing classification, the Employer will notify the Union prior to establishing a classification and rate structure. In the event the Union does not agree that the description and rate are proper, it shall be subject to negotiation, through Special Conference.

ARTICLE 26 - JURY OR WITNESS DUTY

An employee who serves on jury duty will be paid the difference between his/her pay for jury duty and his/her regular pay. An employee who is subpoenaed to appear as a witness in a court proceeding to which he is not a party nor stands to benefit therefrom and which is not in conjunction with employment elsewhere will be paid the difference between the witness fee and his/her regular pay.

ARTICLE 27 - EQUALIZATION OF OVERTIME HOURS

Overtime hours shall be divided as equally as possible among employees in the same classifications in their building and classification. Such overtime hours shall be offered according to seniority as follows:

1. Volunteers within the building and classification,
2. Volunteers outside of the building but in the same classification,
3. Volunteers from other classifications.

ARTICLE 27 - EQUALIZATION OF OVERTIME HOURS (continued)

If nobody desires voluntary overtime hours, the Employer may then assign such hours as mandatory overtime hours according to inverse seniority as equally as possible among those employees in the effected building and classification.

For the purpose of this article head custodian, custodians and shall be considered to be the same classification.

ARTICLE 28 - COMPUTATION OF BENEFITS

All hours paid to an employee shall be considered as hours worked for the purpose of computing any of the benefits under this Agreement.

ARTICLE 29 - SAFETY

The Board agrees to use its best efforts to see that reasonably safe working conditions are maintained at all times in the schools.

It is agreed between the parties that their respective safety committees will meet at reasonable intervals of time for purposes of reviewing case histories of actual lost time accidents involving members of the unit and to consider recommendations and suggestions regarding existing and proposed safety rules. Employees willfully failing to comply with safety regulations shall be subject to disciplinary action.

ARTICLE 30 - WORKING HOURS - SHIFT PREMIUM AND HOURS

- A. The first shift is any shift that regularly starts on or after 6:00 a.m., but before 10:30 a.m. The second shift is any shift that regularly starts on or after 10:31 a.m., but before 8:00 p.m. The third shift is any shift that regularly starts on or after 8:01 p.m. - but before 5:59 a.m. A shift shall be considered a regular shift if it is of a duration of at least seven (7) calendar days.
- B. At times when school is not in session during school vacations, all employees may be assigned to the first shift.
- C. Employees shall be assigned to a regular shift. A shift once assigned shall not be changed to avoid the payment of overtime.
- D. A regular shift shall not exceed eight (8) hours per day.
- E. A regularly scheduled work week shall not exceed 40 hours.
- F. First shift employees regular day shift shall consist of eight and one-half (8-1/2) hours with a thirty (30) minute unpaid lunch period. Second shift employees shall work an eight (8) hour day with 30 minutes off for lunch included in the eight (8) hour period. Third shift employees shall work an eight (8) hour day with 45) minutes off for lunch included in the eight (8) hour period.
- G. Employees may take a 15 minute break in the A.M. and also a 15 minute break in the P.M., or the first half and second half of their regular shift, whichever may apply.

ARTICLE 30 - WORKING HOURS - SHIFT PREMIUM AND HOURS (continued)

- H. An employee reporting for overtime duty shall be guaranteed at least two (2) hours' pay at the rate of time and one half.
- I. During the summer recess period, the Employer may implement shifts of ten (10) hours per day for a four (4) day, 40 hour work week which shall be four (4) contiguous days between Monday and Friday. Prior to designating the four (4) contiguous days for the shift, the Employer shall consult with the Union to determine the days most desirable for its operational needs.
- J. A Head Custodian may be assigned to the day shift for not more than two (2) weeks at a time, when mutually agreed by the head custodian and the supervisor, and such reassignment will not require filling of a temporary head custodian vacancy.
- K. Each week a Maintenance 1 or Maintenance 2 employee will be on-call to respond to alarms/calls concerning a problem at a District facility/building. The on-call employee must be available to respond as necessary to the site within 40 minutes and therefore must leave a telephone number where the employee can be reached at all times or carry a district provided pager.

Coverage for the week will be rotated among volunteers starting first with the most senior employee. In the event there are insufficient volunteers, coverage will be assigned and rotated by inverse seniority. An employee who wishes to swap on-call days or weekends with another employee due to a scheduling conflict must make the arrangements himself and notify all concerned.

The Employee on-call will be paid a stipend of \$100 for the week; \$50 for the weekend and \$50 for Monday-Friday. In addition to the \$50 weekend stipend, if the employee is contracted to respond to an alarm or problem at a District facility/building the employee will be paid double time their normal hourly rate for all hours worked on site from time of arrival to time of departure. In addition the \$50 week-day stipend, if the employee is contacted to respond to an alarm or problem at a District facility/building the employee will be paid per Article 30, H.

Holiday on-call will be paid an additional \$15 per day if the holiday falls on a Monday-Friday.

ARTICLE 31 - TIME AND ONE HALF

Time and one half will be paid as follows:

- A. For all hours over forty (40) in one week.
- B. For Saturday as such.

ARTICLE 32 - DOUBLE TIME

Double time will be paid as follows:

- A. For all hours worked on Sunday.
- B. For all hours worked on holidays that are defined in this Agreement in addition to holiday pay.

ARTICLE 33 - PAID LEAVE OF ABSENCE

- A. At the beginning of each fiscal year (July 1), the Board of Education will credit each employee with fourteen (14) days leave with pay, to be used for personal business or illness. Of the fourteen (14) days, a maximum of four (4) days may be used for personal business annually. Personal business days are to be used for situations of an urgent and crucial nature which require the personal attention of the employee and cannot be attended to at alternative times that do not interfere with the duties of employment and for which other leave is not provided in this Agreement.

No two business days may be taken consecutively, or on a day prior to, or following a vacation period. An additional five (5) days will be granted for each sickness requiring hospitalization. Hospital days are not available while an employee is in a leave status, except while on an unpaid medical leave following exhaustion of all accumulated paid sick leave days and when the hospitalization is directly related to the purpose of the initially approved unpaid medical leave and the hospitalization occurs during the same school year in which the unpaid medical leave began. Use of hospital days during the period of an unpaid medical leave will be for pay purposes only and will not qualify an employee for continuation, or reinstatement, of any benefits. In each case of death in the immediate family, an additional four (4) days will be granted with pay. A maximum of fourteen (14) sick days shall be accumulated from year to year. Hospital days accumulate only as hospital days and may be used only for that purpose. Definition of immediate family: Mother, father, brother, sister, wife or husband, son or daughter, step-child and adopted children of a current marriage, grandparents, and grandchildren, mother-in-law and father-in-law of a current marriage, brother-in-law and sister-in-law of a current marriage, son-in-law and daughter-in-law of a current marriage or a member of the employee's resident household.

When approved in advance at the discretion of the Superintendent or the Superintendent's designee, a hospital day may be utilized for outpatient surgery of a serious nature which routinely requires convalescence.

In the event of serious family illness, paid leave may be used to care for a member of the immediate family, and advanced as necessary, with prior approval at the discretion of the Superintendent or the Superintendent's designee.

Hospital days shall not be applicable to employees hired after 7/1/95. Further, employees (hired before (7/1/95) with hospital day accrued shall have the number of days frozen as of 7/1/95.

ARTICLE 33 - PAID LEAVE OF ABSENCE (continued)

- B. Employees shall be allowed two (2) hours off with pay to attend the funeral of a then current member of the bargaining unit. The Employer reserves the right to limit the number of employees being allowed the two (2) hours off if the Employer has special operational needs.
- C. An employee absent from work because of injury incurred at the site of employment shall not be charged with loss of personal sick leave for the seven (7) calendar days' interim before Worker's Compensation begins, except as provided below when Worker's Compensation benefits revert to the first day of absence. An employee absent due to a condition covered by Worker's Compensation may elect:
 - 1. To receive Worker's Compensation benefits only with no charge against sick leave; or
 - 2. To receive paid sick leave benefits on a pro-rated basis of the difference between the employee's normal pay and the amount of the Worker's Compensation benefits until the employee is released to return to work or the exhaustion of the employee's paid sick leave accumulation whichever occurs first.

On-the-job injuries which arise out of and occur within the scope of employment and require recuperative therapy during the work day shall not be charged against sick leave nor shall the employee suffer a pay deduction for such work time lost.

ARTICLE 34 - HOLIDAY PROVISIONS

- A. The paid holidays are designated as: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, Day after Christmas, and New Year's Eve respectively. Employees will be paid their current rate based on their regularly scheduled work shift for said holidays. Probationary employees shall not be eligible for holiday pay.
- B. Should a holiday fall on Saturday, Friday shall be considered as the holiday. Should a holiday fall on Sunday, Monday shall be considered as the holiday.
- C. Except in the event a holiday falls during the time school is in session, the holiday will be observed in accordance with the school calendar.
- D. The Employer may use substitute custodians on weekday holidays in the Cromaine Library and the Community Education Building.

ARTICLE 35 - VACATION ELIGIBILITY

For the purpose of qualification for vacation credit, all employees shall be considered to have a common anniversary date (July 1). Employees with less than one (1) year's service on that date, however, shall be eligible and receive a proration of vacation, in accordance with their hours and months worked since initial date of hire. Thereafter, employees shall be credited with vacation in accordance with the following schedule, and the common anniversary date, i.e., each successive common anniversary date occurring during an employee's employment shall constitute one (1) additional year's service:

ARTICLE 35 - VACATION ELIGIBILITY (continued)

One (1) year -----	One (1) week
Two (2) years -----	Two (2) weeks
Five (5) years -----	Three (3) weeks
Ten (10) years or more -----	Four (4) weeks maximum

ARTICLE 36 - VACATION PERIOD

- A. Vacations will normally be granted during school vacation periods, subject to the efficient operation of the schools. Vacations may be approved for other periods of the year. Vacations during the two weeks prior to the start of school each year will not be approved, except in the event of extenuating circumstances at the sole discretion of the Superintendent or the Superintendent's designee.

Employees having vacation days may use those days during school vacation periods, or other periods of the year, provided such use does not interfere with the efficiency of the custodial-maintenance operations in the schools.

Twice each year the Employer shall post available vacation periods for the use of vacation. The posting period for the months of April through September shall be the month of February. The posting period for the months of October through March shall be the month of August. Employees are encouraged to bid on the vacation period of their choice during the open posting period to ensure priority selection over those employees who desire vacation but do not indicate their choice during the posting period. Employees will be granted the vacation period of choice based on seniority first from those who used the open posting period and second from those indicating a choice outside of the posting period. Vacation awarding is subject to the operational feasibility of the employee's absence.

- B. When a holiday is observed by the Employer during a scheduled vacation, the vacation will be extended one day continuous with the vacation.
- C. A vacation may not be waived by an employee and extra pay received for work during that period. Vacation time not used during the year following the year it was earned shall be forfeited with the exception that employees may carry forward up to five days from year to year, however, these additional days must be used by the conclusion of their fifth year of employment. Employees who exceeded the limited accrual that took effect July 1, 1989 shall be allowed to maintain the same amount of accrued vacation as they had on June 30, 1989.
- D. If an employee is laid off or retired, or severs his/her employment, he will receive any unused vacation credit including that accrued in the current calendar year. A recalled employee who received credit at the time of layoff for the current calendar year will have such credit deducted from his vacation the following year.
- E. Rate during vacation: Employees will be paid their current rate based on their regular scheduled day while on vacation and will receive credit for any benefits provided for in this Agreement.

ARTICLE 36 - VACATION PERIOD (continued)

- F. An employee on vacation shall not be charged vacation days for sickness or illness as certified by a physician or death in the immediate family which occur during a vacation period, provided that the employee has paid leave days pursuant to Article 33 against which the days may be charged.

ARTICLE 37 - INSURANCE PROTECTION

Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the Board agrees to furnish and pay the premium thereof on full family health insurance for all full time maintenance-custodial employees, the plan to be MEBS 3-STAR look-a-like Program (with \$2.00 co-pay) or its equivalent. Employees shall be responsible for the deductible. (Effective 8-1-95 the SET Comprehensive Major Medical PPO Plan with a \$2.00 prescription co-pay was considered an example of an "equivalent" insurance plan and was put in place.)

The Board will provide to those employees who choose to not take health insurance, an amount equal to the Board paid single subscriber premium to be applied to a tax-deferred annuity program (TSA) offered through Hartland Consolidated Schools. Employees will be allowed to return to the health insurance at any time allowed by the health insurance carrier underwriting rules. For employees hired after 7/1/95 the TSA amount shall be reduced by 50%.

Subject to the underwriting rules of the carrier, employees will be provided the opportunity to enroll in vision insurance through the District at no cost to the District, with necessary payments made by the employee through payroll deduction.

The Board agrees to provide employees covered by this Agreement with the Delta Dental Plan as in effect during the 1987-88 school year or its equivalent. (Effective 9-1-95 the SET Ultra-Dent Plan was considered an example of an "equivalent" insurance and was put in place.)

The Board agrees to provide employees with twenty thousand dollars (\$20,000) term life insurance with double indemnity.

ARTICLE 38 - ALCOHOL AND CONTROLLED SUBSTANCES

The school district has a strong commitment to its employees to provide a safe work environment. Industry requires that personnel, equipment, as well as operating practices be consistent with high standards of health and safety. While the school district has no intention of intruding into the private lives of its employees, it expects all employees to report for work in a condition to safely perform their duties. The presence of drugs or alcohol on the job and the influence of these substances on the employees during work hours are inconsistent with these objectives.

A. Drug Policy:

The use, possession, distribution or sale of illegal or unauthorized drugs by bargaining unit employees while engaged in school district business or on school property will be in violation of this policy and subject to disciplinary action up to and including immediate discharge. Illegal or unauthorized drugs include any substance which affects the body as a narcotic, depressant, stimulant, hallucinogen or cannabinoid.

ARTICLE 38 - ALCOHOL AND CONTROLLED SUBSTANCES (continued)

B. Prescription and Over the Counter Drugs:

Prescription drugs taken pursuant to a physician's instructions, or over-the-counter drugs taken in recommended dosages and in accordance with cautionary statements, are excluded from the definition of "illegal" or "unauthorized" drugs. However, it is the employee's responsibility to notify the supervisor when taking any medication that may impair judgment or performance or otherwise adversely affect physical or mental function or ability. Any prescription or over-the-counter drug used by an employee shall be contained in the container it came in. The employer reserves the right to determine through its own medical practitioner whether use of said medication is consistent with this policy. Further, at the discretion of the employer, the employer may move the employee to a more suitable position, grant the employee a leave of absence, or take whatever action the employer deems appropriate to promote safety and efficiency.

C. Alcohol Policy:

The presence of alcohol in the person's system shall be considered a violation of this policy and may result in discipline up to and including immediate discharge.

ARTICLE 39 - MISCELLANEOUS PROVISIONS

A. Protective Clothing:

If an employee is required to wear protective clothing or any type of protective device or equipment as a condition of employment, such shall be furnished by the Employer. The cost of maintaining the protective clothing, device or equipment in proper working condition shall be paid by the employer.

The Employer shall provide, annually, five changes of a uniform top (shirt/smock at the employee's option) which employees will be expected to wear except during periods when excused by the supervisor. Uniform styles will be selected by the Employer after discussion with the Union. Care and maintenance of uniforms shall be the responsibility of the employee.

B. Pensions:

The pension provisions now in effect for employees covered by this Agreement shall be continued.

C. Separability Clause:

This Agreement incorporates the entire understanding of the parties on all issues which were or could have been the subject of negotiation. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement of either or both of the parties at the time they negotiated or signed this Agreement.

D. No-Strike Clause:

The Union shall not engage in, assist or promote any strike, work stoppage or any other concerted action during the life of this Agreement. The Hartland Board of Education will not lock out the employees for any reason during the life of this Agreement.

ARTICLE 39 - MISCELLANEOUS PROVISIONS (continued)

E. Act of God Days:

Employees shall not be expected to report for work, nor shall they suffer loss of time or pay for the first two Act of God days on which school is scheduled, but closed. Employees called in for snow removal or other special work on those first two days will receive their hourly rate in addition to their regular pay. After the second Act of God day of the school year employees will be expected to report for work on any subsequent Act of God day and will be paid their normal hourly rate of pay for all hours worked that day. An employee who is unable to report due to weather conditions shall notify the supervisor as soon as possible and may use a personal business day or vacation day for that day, or in the alternative, receive no pay for the day.

F. Employees who are actively engaged in the distribution of food from the cafeteria food line will receive a free lunch provided from the same line.

G. Custodians will not be responsible for changing filters which are higher than four feet above the floor level.

This Agreement supersedes and cancels all previous Agreements, verbal or written, or based on alleged practices, between the parties. Any amendment, or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

ARTICLE 40 - TERMINATION AND MODIFICATION

This Agreement shall continue in full force and effect until June 30, 2001.

A. If either party desires to amend and/or terminate this Agreement, it shall, sixty (60) days prior to the above termination date, give written notification of same.

B. If neither party shall give such notice; this Agreement shall continue in effect from year to year thereafter, subject to notice of amendment or termination by either party, on sixty (60) days written notice prior to the current year's termination date.

C. If notice or amendment of this Agreement has been given in accordance with the above paragraphs, this Agreement may be terminated by either party on ten (10) days written notice of termination.

D. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.

E. Notice of Termination or Modification: Notice shall be in writing and shall be sufficient if sent by certified mail, addressed, if to the Union to: Michigan Council #25 AFSCME, AFL-CIO, 1034 N. Washington, Lansing, MI 48906; and if the Employer, addressed to: Hartland Consolidated Schools, P.O. Box 900, Hartland, MI 48353, or to such address as the Union or the Employer may make available to each other.

APPENDIX A

CLASSIFICATIONS AND RATES - CUSTODIAL/MAINTENANCE SCALE

Exhibit A to Collective Bargaining Agreement between the

Board of Education of Hartland Consolidated Schools
and

Hartland Consolidated Schools' Custodial Employees Chapter of Local No. 2652

For employees hired prior to 7-1-95

Classification	1995/99	1999/01
Maintenance 2	\$16.54	\$16.87
Maintenance 1	\$14.74	\$15.03
Head Custodian	\$13.64	\$13.91
Utility/Delivery	\$13.65	\$13.92
Custodian	\$13.06	\$13.32

Employees hired prior to 7/1/95

- 95/96 Lump sum off scale 1% (w/ot) payment by 8/1.
- 96/97 Lump sum off scale 2% (w/ot) payment by 8/1.
- 97/98 Lump sum off scale 2% (w/ot) payment by 8/1.
- 98/99 Lump sum off scale 2% (w/ot) payment by 8/1.
- 99/00 2% on scale
- 00/01 Lump sum off scale 2.5% (w/ot) payment by 8/1.

Employees hired after 7/1/95 go on second tier at 25% below current scale and hooking up at completion of 5 years with equal amounts each year.

1995/99

	Beginning 1st Year	Beginning 2nd Year	Beginning 3rd Year	Beginning 4th Year	Beginning 5th Year	Beginning 6th Year
Maintenance 2	12.41	13.24	14.06	14.89	15.71	16.54
Maintenance 1	11.06	11.80	12.53	13.27	14.00	14.74
Head Custodian	10.23	10.91	11.59	12.28	12.96	13.64
Utility/Delivery	10.24	10.92	11.60	12.29	12.97	13.65
Custodian	9.80	10.45	11.10	11.76	12.41	13.06

1999/01

	Beginning 1st Year	Beginning 2nd Year	Beginning 3rd Year	Beginning 4th Year	Beginning 5th Year	Beginning 6th Year
Maintenance 2	12.65	13.49	14.34	15.18	16.02	16.87
Maintenance 1	11.27	12.02	12.77	13.53	14.28	15.03
Head Custodian	10.43	11.13	11.82	12.52	13.21	13.91
Utility/Delivery	10.44	11.14	11.83	12.53	13.22	13.92
Custodian	9.99	10.66	11.32	11.99	12.65	13.32

The Employer will contribute the full cost of retirement premiums in accordance with the Michigan Public School Employees' Retirement Law.

In the event snow plowing occurs outside the employee's regularly scheduled hours, the employee shall be paid at the maintenance-snow plowing classification rate of \$14.00 per hour. Ordinarily this work shall be performed by M¹, M² and utility personnel. Further, if the employee performs the work on an overtime basis, the proper premium rate shall apply under Articles 31 and 32.

GRIEVANCE REPORT FORM

Grievance # _____

Local #2652, Council 25 AFSCME

Distribution of Form

1. Superintendent
2. Supervisor
3. Union
4. Employee

Grievance Report

<u>Building</u>	<u>Assignment</u>	<u>Name of Grievant</u>	<u>Date Filed</u>
-----------------	-------------------	-------------------------	-------------------

LEVEL I

- A. Date Cause of Grievance Occurred _____
- B. 1. Statement of Grievance (cite provisions violated) _____
2. Relief Sought _____
- C. Signature of person filing grievance _____
- D. Disposition of Supervisor _____

LEVEL II

- A. Date received by Asst. Superintendent for Bus. & Operations _____
- B. Disposition of Asst. Superintendent for Bus. & Operations _____
Signature _____ Date _____
- C. Position of Grievant and/or Union _____
Signature _____ Date _____

LEVEL III

- A. Date received by Superintendent _____
- B. Disposition of Superintendent _____
Signature _____ Date _____
- C. Position of Grievant and/or Union _____
Signature _____ Date _____

NOTE: ALL provisions of Article 10 of the Agreement will be strictly observed in the settlement of grievances.

If additional space is needed in reporting Section B 1 and 2 of Level II attach an additional sheet.

LETTER OF AGREEMENT

The Union agrees to discuss the movement of the employees to accomplish employer objective over holiday period.

FOR THE UNION: (AFSCME)

Sandra Kunkley
Chapter Chairperson/
Negotiator

Tim Bormann
Negotiator

Karl Frost
Negotiator

Negotiator

Negotiator

Angela M. Falor
Staff Representative
Michigan AFSCME, Council 25
AFL-CIO

FOR THE EMPLOYER:

John Heil
President

Ted Andrus
Vice President

[Signature]
Secretary

Thomas V. Timmons
Treasurer

[Signature]
Trustee

Chad [Signature]
Trustee

Trustee

