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GRAND LEDGE  
BOARD OF EDUCATION

GRAND LEDGE  
ADMINISTRATORS'  
EDUCATIONAL ASSOCIATION

COLLECTIVE BARGAINING  
AGREEMENT

JULY 1, 1995 - JUNE 30, 1997

*Grand Ledge Public Schools*

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**GRAND LEDGE BOARD OF EDUCATION**  
**GRAND LEDGE ADMINISTRATORS' EDUCATIONAL ASSOCIATION**  
**COLLECTIVE BARGAINING AGREEMENT**

This Agreement entered into this 1st day of July, 1995, is by and between the Board of Education of the Grand Ledge Public Schools, hereinafter called the Board, and the Grand Ledge Administrators' Educational Association, hereinafter called the Association.

**WITNESSETH**

Whereas, the parties, following deliberate professional negotiations, reached some certain understandings which they desire to incorporate into this collective bargaining agreement.

**ARTICLE I**

**RECOGNITION**

**Section 1 - Recognition of Association**

The Board hereby recognizes the Association to the extent required by the provisions of Act 336, P.A. of 1947, as amended, as the sole and exclusive bargaining representative for all school principals, assistant principals, and coordinating principals employed by the Grand Ledge Public Schools.

**Section 2 - Scope of the Agreement**

It is mutually acknowledged that this collective bargaining Agreement represents the complete agreement between the parties, and any other matter outside of this Agreement which has not been incorporated by reference herein shall not be deemed to be a part of such collective Agreement.

**Section 3 - Definitions**

In the application and interpretation of the provisions of this Agreement, the following definitions shall apply:

- A. Board shall mean the Board of Education of the Grand Ledge Public Schools or its designated agents.
- B. Association shall mean the Grand Ledge Administrators' Educational Association.
- C. Administrator shall mean any member of the bargaining unit.

- D. Superintendent shall mean the Superintendent of Schools of the Grand Ledge Public Schools or his designated agents.
- E. In the construction of the words used in this collective bargaining Agreement, the use of the singular shall include the plural, and the masculine shall include the feminine.

#### **Section 4 - Special Conferences**

The Board and the Association may meet by mutual consent during the school year, upon the request of either party, to discuss matters relating to this Agreement. The time and place of all such meetings shall be mutually agreed upon, and shall normally be outside school hours. The meetings shall be open to the public unless exempt from public disclosure by the Open Meetings Act or Freedom of Information Act.

#### **Section 5 - Nondiscrimination**

The Association agrees to continue to admit all administrators to membership without discrimination on the basis of handicap, race, creed, color, age, national origin, marital status, or sex and to represent them without regard to their participation in the affairs of other professional educational organizations. The Board agrees to continue its policy of nondiscrimination against any administrator on the basis of handicap, race, creed, color, age, national origin, marital status, sex, or membership, participation in, or association with the activities of any professional educational organization.

#### **Section 6 - Distribution of Agreement**

The Board and Association shall cooperate in the preparation of sufficient copies of this Agreement for distribution by the Association to each member of the bargaining unit. The Board and the Association will each pay an equal share of the expenses for publication of this Agreement.

#### **Section 7 - Administrator and Board Relations**

The parties hereby mutually acknowledge that the laws of the State of Michigan impose certain restrictions on their conduct towards each other. Both parties agree that they will meet their respective obligations as defined in Act No. 336, Public Acts of 1947, as amended, and the Association agrees that no administrator shall engage in a strike or otherwise absent himself/herself from work because of strike-related activity. Nothing in this section shall be construed to constitute a waiver of any right, procedural or substantive, accruing to either party under the above same Act.

Administrators agree further to operate fully within their job descriptions, whenever their safety is not in jeopardy, during any work stoppage affected by any other employee groups.

## **ARTICLE II**

### **MANAGEMENT RIGHTS CLAUSE**

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties, and responsibilities conferred upon and invested in it by the laws and the Constitution of the State of Michigan, and/or the United States, including, but without limitations to the foregoing: the management and control of school properties, facilities, grades and courses of instruction, materials used for instruction, and the selection, direction, transfer, promotion or demotion, discipline or dismissal of all personnel.

The exercise of these powers, rights, authority, duties, and responsibilities by the Board and the adoption of such rules, regulations, and policies as it shall deem necessary shall be limited only by the specific and expressed terms of contractual agreements involving the Board.

## **ARTICLE III**

### **ASSOCIATION RIGHTS**

#### **Section 1 - Association Use of School Buildings**

The Association and its members shall have the right to use building facilities and equipment for Association meetings and business that do not interfere with the regular program of the school system, subject to housekeeping aspects of the Building Use Policies as adopted by the Board.

#### **Section 2 - Access to Board Information**

The Board agrees to make available to the Association for viewing and reproduction all pertinent information considered to be public in nature concerning the financial resources of the district, tentative budgetary requirement and allocations, and such other appropriate information as will assist the Association.

#### **Section 3 - Association Leave Days**

The Association shall be granted up to ten (10) days released time per year for use by administrators participating in professional organization activities and conferences. If a substitute is required for the use of these days, then the Association shall reimburse the Board for the cost of the substitute. Any absence of a particular administrator will need to be approved by the immediate supervisor and Superintendent at least one (1) week in advance of the absence.



## ARTICLE IV

### APPOINTMENTS, EVALUATIONS AND TRANSFERS

#### Section 1 - Appointment of Administrators

- A. Vacancies for all administrative positions will be communicated by posting. Vacancies will be publicly announced as soon as possible after they are known.
- B. The Board may request individual Association members to be involved in a formal screening process for new or replacement administrators.
- C. Administrators with prior experience in the Grand Ledge School System shall be considered for any administrative position for which they are certified and qualified. The Board retains the right to be the final authority on filling any vacancy.
- D. A member of the Association shall have the right to ask the Board for a conference to discuss why his/her application was not considered.

#### Section 2 - Transfers

Any administrator may make a request to the Superintendent for a lateral change in assignment (hereinafter called a transfer) for the following year. The request shall be in writing, may be limited to one particular assignment, or may indicate only the general kind of assignment desired. If an administrator applies for a transfer and such request is denied, he/she may request a conference with the Superintendent to obtain the reasons for such a denial in writing.

An administrator who is involuntarily transferred to another administrative position shall receive the appropriate salary for that position.

The administrator's contract shall be defined as that contract which is in force during the date of transfer.

#### Section 3 - Performance and Evaluation

- A. The evaluation year for school administrators shall be from May 1 to April 30.
- B. The Superintendent or his/her designee shall conduct an initial interview with each administrator by October 1 of each evaluation year.
  - 1. During this interview, the goals and objectives of each administrator in relation to the administrator's job description will be established for the May

1 evaluation process.

- C. A written evaluation based on observations, including building visitation of the administrator by the Superintendent or his/her designee, the accomplishment of assigned tasks defined by the job description, and the attainment of the goals and objectives established at the October 1 interview will be issued on or before May 1 of the evaluation year.
1. In those cases where unsatisfactory performance of duties is documented, nothing in this Agreement shall require the administrator's individual contract be renewed or extended in length of time.
  2. Administrators may be terminated for gross misconduct and/or insubordination at any time during the term of his/her contract of employment notwithstanding any provision contained in the administrator's contract of employment or this Agreement.
  3. Two (2) copies of the written evaluation shall be submitted to the building administrator, one (1) to be signed and returned to the evaluator to be placed in the personnel file, and one (1) to be retained by the administrator.

## ARTICLE V

### ADMINISTRATOR'S RIGHTS

#### Section 1 - Personnel File

It shall be the right of every administrator to examine his/her official personnel file upon request. Before any material is placed in the administrator's file, that administrator must be given the opportunity to read it and attach an answer in writing, if he/she so desires. It is mutually understood that credentials from universities, recommendations, and items of "officially recognized" confidentiality are not subject to examination by that administrator concerned.

#### Section 2 - Staff Selection and Assignment

- A. The Board agrees that each administrator shall be notified, at address of record at that time of the opportunity to interview and make a recommendation concerning all personnel, certified and non-certified, that are being considered for assignment to his/her building or department. A form will be provided by Central Administration so administrators are reminded to file up-to-date address and phone information. Such information is necessary so administrators can continue to be involved in personnel selection.



- B. Subject to confirmation or review by the Superintendent, each building administrator shall be responsible for making a determination regarding each staff member's assignment within his building.

### **Section 3 - Parent and Citizen Complaints**

The Board agrees that in case of a complaint by a citizen regarding an administrator, a program, or an employee that administrator supervises, that citizen shall be requested to first discuss the complaint with the administrator involved. In the event the citizen refuses to discuss the complaint with the administrator involved, the Board agrees that no further action will be taken regarding the complaint until the administrator has had the opportunity to provide background information to the administrator in charge. The Association agrees that the Board retains the right to investigate and take appropriate action on any complaint, where a citizen refuses to discuss said complaint with the administrator.

### **Section 4 - Pupil Assignments**

Subject to the approval of the Superintendent, each building administrator shall have the responsibility to make a determination regarding each pupil's assignment within his/her buildings. Any such determination shall be made in conformance with Board of Education policies regarding the classification and promotion of pupils.

### **Section 5 - Discipline, Discharge, or Demotion of Administrators**

No administrator shall be disciplined, demoted, or discharged except for just cause, which action shall be subject to the Grievances, Appeals, and Reviews (Article VII). The non-renewal of an administrator's contract shall not be deemed to constitute discipline, demotion or discharge within the meaning of this Section. Non-renewal of contract shall not be deemed to be covered by or a violation of this Agreement but, instead, shall be governed by Section 132 of the School Code of 1976, as amended. All reprimands or disciplinary actions taken against an administrator shall be put in writing, signed by the person responsible for taking the action, with a copy of such document given to the administrator involved. It is understood that the original copy shall be placed in the administrator's personnel file and endorsed by that administrator, acknowledging receipt of a copy of the document; no further copies are to be made.

### **Section 6 - Individual Administrator Contract and Reduction in Staff**

An administrator's individual contract of employment shall be made expressly subject to all the terms of this Agreement, and in the event that the terms of such individual contracts of employment shall conflict with the terms and provisions of this Agreement, this Agreement shall supersede the provisions of the individual contract of employment and be controlling in all matters.

Such individual contracts of employment shall expressly provide for the termination of employment

upon a reduction in administrative personnel. Such individual contracts of employment shall expressly deny the granting of tenure in the administrative capacity. Furthermore, no provision of this Agreement shall be construed to grant tenure in administrative capacity, and it is hereby expressly provided that no administrator shall acquire or be granted tenure in the administrative capacity.

The Association and Board agree that the following conditions, among others, may necessitate a reduction in administrative personnel:

- A. Financial conditions in the district.
- B. Reduction in student enrollment and/or closing of buildings.

Should a layoff of building administrators seem likely, the Association will be notified. If a layoff is deemed necessary, the following procedure will be used:

- A. The Board of Education will determine the administrative position(s) to be reduced or eliminated. For purposes of this section, positions will be separated into the following classifications:
  - 1. Grades DK-8 administrators
  - 2. Grades 6-12 administrators
- B. The administrator employed in the classification being reduced or eliminated, who holds the least bargaining unit seniority in that classification, shall be laid off.
- C. If two (2) or more administrators have the same amount of bargaining unit seniority, then district-wide seniority will be used to determine the layoff.

Recall of administrative personnel shall be in reverse order of the layoff procedures as outlined below:

- A. The Board of Education will determine when an administrative position is available for recall.
- B. The administrator recalled shall have a teaching certificate at the level in which the administrative position is offered. A secondary or elementary certificate will apply to a middle school administrative position.
- C. The administrator with the highest seniority will be recalled first, after the preceding item "B" is satisfactorily met.
- D. Bargaining unit seniority will have precedent over district-wide seniority.
- E. Seniority will be "frozen" as of the effective date of layoff.

- F. Date of hire will determine seniority. A full-year seniority is equivalent to 38 weeks of contracted work. Contracts less than the minimum 38 weeks will be prorated accordingly.
- G. District-wide seniority shall be defined as length of continuous employment in the district since the last date of hire. Bargaining unit seniority shall be length of continuous employment in the bargaining unit since the last date of hire in a bargaining unit position. Continuous employment within the bargaining unit shall not be deemed to be broken if a bargaining unit member's assignment changes from one position to another position within the bargaining unit.

### **Section 7- Individual Administrator Contracts**

Each new administrator employed by the Board shall be individually contracted for one year. Administrators with satisfactory service shall be granted a two-year individual contract, renewable annually. Upon the Superintendent's recommendation, the Board shall take action to renew individual administrator's contracts no later than April 1 of each year.

### **Section 8 - Teacher Tenure**

Any necessary reduction of administrative personnel shall mean that unless the administrator is reassigned to another administrative position, the administrator will be assigned to a teaching position for which he/she is certified and qualified provided that he/she is entitled to be employed in a teaching position pursuant to the Tenure Act and the collective bargaining agreement covering teachers. If it becomes necessary for a member of the Association to continue in a reassigned teaching position, his/her placement on the teachers' salary schedule shall be determined by the Tenure Act and the collective bargaining agreement covering teachers.

### **Section 9 - Holidays**

The district recognizes holidays as scheduled in the yearly calendar. Each administrator will receive ten (10) paid holidays a year. Paid holidays will not be charged as vacation days. Paid holidays include Independence Day, Labor Day, Thanksgiving Day and the Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Presidents' Day, and Memorial Day. If the regular holiday falls on a Saturday or Sunday and another day is declared as the district's designated holiday, administrators will be granted this day off with pay.

### **Section 10 - Duty-Free Lunch Period for Administrators**

All administrators shall be allowed a duty-free lunch period for a period not to exceed one (1) hour; such lunch period will not be scheduled, but will be taken at the most advantageous time to be determined by the administrator involved; the administrator will be allowed to leave his building during this lunch period.

## ARTICLE VI

### ROLE OF ADMINISTRATORS

#### Section 1 - Scope of Position

- A. The administrator shall perform the functions and fulfill responsibilities as defined by their respective job descriptions set by the Board of Education. Administrators shall be directly responsible to the Superintendent and shall consult with and secure approval of the respective Assistant Superintendent for Elementary or Secondary Instruction for any major curriculum changes.
- B. Administrators shall be encouraged to study, propose, and test new educational practices and procedures and may be permitted to initiate educational innovations upon approval of the Superintendent or the respective Assistant Superintendent for Elementary or Secondary Instruction.

#### Section 2 - Limits of Responsibility for Administrators

- A. No administrator shall be delegated additional responsibilities beyond that normally required for their building except as follows:
  - 1. An elementary administrator with a student ratio enrollment of less than 250 may be assigned additional duties or combination of elementary buildings.
  - 2. Reductions in staff, which results in an administrator being assigned to more than one (1) building, will require consultations between the Board and the Association prior to such reductions.
  - 3. Temporary substitute coverage as provided in Article VIII, Section 5.
- B. Secretarial services, when necessary, will be available to administrators upon request two (2) days in advance for weeks that the regular school secretaries are not under contract.
- C. Whenever a claim is made or a civil action is commenced against an administrator employed by the Grand Ledge Public Schools for injuries to persons or property caused by negligence of the administrator while in the course of his employment and while acting within the scope of his authority and specifically within the policies, rules, and regulations of the Board of Education and while exercising reasonable professional judgment, the Board agrees to engage or furnish services of an attorney selected by the Board.

- D. Administrators shall not be required to search for bombs when a building is alerted of a bomb scare, but administrators will cooperate with public officials and/or agencies in cases of bomb scares.

## ARTICLE VII

### GRIEVANCES, APPEALS, AND REVIEWS

- A. A grievance shall be defined as an alleged violation of the expressed terms and conditions of this contract.
- B. The Association shall designate one (1) representative to handle grievances when requested by the grievant. The Board hereby designates the Superintendent or his/her designated representative to act at Level One as hereinafter described.
- C. The term "days" as used herein shall mean days in which the Central Administration Office is open for business.
- D. Written grievances as required herein shall contain the following:
1. It shall be signed by the grievant or grievants.
  2. It shall be specific.
  3. It shall contain a synopsis of the facts giving rise to the alleged violation.
  4. It shall cite the section or subsections of this contract alleged to have been violated.
  5. It shall contain the date of the alleged violation.
  6. It shall specify the relief requested.

Any written grievances not in accordance with the above requirements may be rejected as improper. Such a rejection shall not extend the limitations hereinafter set forth.

- E. **Level One** - An administrator alleging a violation of the express provisions of this contract shall within five (5) days of its alleged occurrence orally discuss the grievance with the Superintendent in an attempt to resolve same.

If no resolution is obtained within three (3) days of the discussion, the administrator shall reduce the grievance to writing and proceed within five (5) days of said discussion to Level Two.

**Level Two** - A copy of the written grievance shall be filed with the Superintendent or his/her designated agent as specified in Level One with the endorsement thereon



of the approval or disapproval of the Association. Within five (5) days of receipt of the grievance, the Superintendent or his designated agent shall arrange a meeting with the grievant and/or the designated Association representative, at the option of the grievant, to discuss the grievance. Within five (5) days of the discussion, the Superintendent or his/her designated agent shall render his/her decision in writing, transmitting a copy of same to the grievant, the Association, and place a copy of same in a permanent file in his/her office.

If no decision is rendered within five (5) days of the discussion, or the decision is unsatisfactory to the grievant and the Association, the grievant shall within five (5) days appeal same to the Board by filing such written grievance, along with the decision of the Superintendent, with the office of the Board in charge of drawing up the agenda for the Board's next regularly scheduled Board meeting.

**Level Three** - Upon proper application as specified in Level Two, the Board shall allow the administrator or his/her Association representative an opportunity to be heard at the meeting for which the grievance was scheduled. Within one (1) month from the hearing of the grievance, the Board shall render its decision in writing. The Board may hold future hearings therein or otherwise investigate the grievance provided, however, that in no event, except with express written consent of the Association, shall final determination of the grievance be made by the Board more than one month after the initial hearing.

A copy of the written decision of the Board shall be forwarded to the Superintendent for permanent filing, the administrator who filed the grievance, and the Association.

**Level Four** - Individual administrators shall not have the right to process a grievance at Level Four.

In the event the Association is not satisfied with the disposition of the grievance at Level Three, the Association must provide written notice of intent to submit a grievance to arbitration within fifteen (15) days after the receipt of the decision in Level Three.

After receipt of a notice of intent to arbitrate, the parties shall meet in an attempt to agree on an arbitrator. If the parties are unable to mutually agree on an arbitrator, then the Association may submit the matter to the Michigan Employment Relations Commission requesting that an arbitrator be selected with their assistance and under their rules. The submission to the Michigan Employment Relations Commission (MERC) must be made no later than thirty (30) days after receipt of the decision in Level Three.

The arbitrator shall have no power to amend, alter, or modify this Agreement or any



supplementary Agreement.

The award of the arbitrator shall be based exclusively on evidence presented at the arbitration hearing and the award shall not be based on other extra contract matters not specifically incorporated in this Agreement.

There shall be no appeal from the arbitrator's decision. It shall be final and binding on the Association, the Board, and on all parties.

The arbitrator shall have no power to establish salary schedules or set or alter hourly rates.

No decision of the arbitrator in any one case shall require retroactive adjustment in any other case.

The expense of the arbitration proceedings shall be borne equally by the parties. Each party shall make arrangements for and pay the expenses of witnesses which are called by them.

Representatives of the Association who are called as witnesses by the Employer shall not suffer any loss in their regular wages.

The arbitrator shall not be empowered to rule on any matter which has been made subject to review by applicable Federal, State, or Civil regulatory procedures.

The non-renewal of an administrator's contract shall not be subject to the grievance procedure and an arbitrator shall have no authority to address a dispute involving the non-renewal of an administrator's contract.

- F. Should an administrator fail to institute a grievance within the time limits specified, the grievance will not be processed. Should an administrator fail to appeal a decision within the limits specified, or leave the employ of the Board, (except a claim involving a remedy directly benefiting the grievant regardless of his/her employment), all further proceedings on a previously instituted grievance shall be barred.
- G. All preparation, filing, presentation, or consideration of grievances shall be held at times other than when an administrator or a participating Association representative are to be at their assigned duty stations.
- H. The time limits provided in the Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year, the Board shall use its best efforts to process such grievances prior to the end of the school term or as soon thereafter as possible.

- I. Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the Grievance Procedure until resolution.
- J. Nothing in the Agreement shall prevent any individual administrator from presenting grievances to the Superintendent or the Board and having those grievances adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement..

## **ARTICLE VIII**

### **LEAVES OF ABSENCE**

#### **Section 1 - Leave for National Security**

An administrator called during the school year for National Guard Reserve, or active duty, necessary to the national security as shown by proper authority, shall be granted special leave without pay of up to thirty (30) days for this purpose.

#### **Section 2 - Jury Duty**

Both parties recognize the civic responsibility of serving on jury duty if called, but at the same time recognize the administrator's often greater civic responsibility of performing their professional assignments. An administrator called during the school year shall notify the office of the Superintendent immediately upon receipt of such call. The Superintendent may write to the court requesting that the administrator be excused from Jury Duty explaining the potential hardship to the school district. In the event such request is denied, then the administrator shall be granted special leave for this purpose and shall be compensated for the difference between the administrator pay and the pay received for the performance of such duty. Such special leave shall not be deducted from either sick leave or personal business leave.

#### **Section 3 - Military Leave**

A military leave of absence without pay shall be granted to any regularly appointed administrator who shall be inducted, or shall, during a declared period of war or national emergency, enlist for military duty with any branch of the armed forces of the United States. An administrator on probationary status returning to employment from military service shall be regarded as retaining the period of probationary service and leave benefits achieved prior to his military service.

#### **Section 4 - Professional Leave**

A leave of absence without pay may be granted for one (1) year to any administrator who has been in the continuous employ of Grand Ledge Public Schools as an administrator for three (3) consecutive

years for the purpose of study, travel, research, or other teaching or employment involving probable advantage to the school district. Any administrator on such leave must notify the Superintendent by July 1st of the year in which he/she intends to return of his/her intentions. The system will reinstate him/her, as an administrator, if a vacancy exists in the position held by him/her at the time his/her leave commenced. If no such vacancy exists, the administrator will be employed as a teacher provided he/she is entitled to be so employed pursuant to the Tenure Act and the collective bargaining agreement covering teachers. Whether or not the administrator is employed as a teacher, he/she will be given the first opportunity to be employed in the administrative position held by him/her at the time his/her leave commenced whenever such position becomes available.

#### **Section 5 - Sick Leave and Personal Leave**

- A. All administrators absent from duty because of personal illness, injury, or other approved personal reasons shall be allowed full pay for thirty (30) work days during any contract year. Association members agree to accept the temporary responsibility to cover another building during periods of absence by the regular school administrator, as assigned by the Central Administration.
- B. The Board of Education reserves the right to require a physician's statement upon return from absence because of illness or injury.
- C. The administrator shall file (immediately upon return from any absence) with the Superintendent a written report, on a form furnished by the Board of Education, setting forth the reason for absence.
- D. Administrators may use sick leave and personal leave for the following reasons:
  - 1. Personal illness or injury
  - 2. Illness, injury, or death in the immediate family - not to exceed five (5) days in any one school year, unless special approval is granted by the Superintendent. The immediate family is defined as any person whose illness or death has a real meaning to the administrator. Such requests shall be made in writing. A reply shall be made within five (5) days after receipt of such request.
- E. An administrator shall be allowed three (3) personal days per year (non-cumulative) at full pay to be used at the discretion of the administrator. The request for these days must be submitted in writing for pre-approval by the administrator's immediate supervisor.
- F. In the event that an administrator, absent because of illness or injury, has exhausted sick leave accrual and is placed on Managed Sick Leave, the Board shall place the

administrator on a leave of absence without pay (maximum one (1) calendar year). The school-paid premiums for the administrator's health related (medical, dental, vision, life, and managed sick leave) insurance coverage at the time of going on disability will be paid by the school district during the leave. If and when the administrator wishes to return, written notice must be provided the office of the Superintendent at least thirty (30) days (calendar) in advance. If the administrator is unable to return to work at the conclusion of the leave, the administrator's contract may be extended at the discretion of the Board of Education.

### **Section 6 - School Business Leave**

- A. Leave of absence with pay not chargeable against the administrator's sick leave will be granted as follows:
1. Time necessary for appropriate professional representatives to attend conferences and other activities recommended by the Association and approved by the Superintendent.
  2. Visitations at other schools approved by the Superintendent.
  3. Attendance at approved educational conferences or conventions.
  4. All other absences which are in the course of school business and having the approval of the Central Administration.

## **ARTICLE IX**

### **EMOLUMENTS**

#### **Section 1 - Cafeteria Plan**

The Board agrees to initiate a Section 125 Cafeteria Plan by January 1, 1996, for all administrators who wish to voluntarily participate. The Plan will offer taxable and non-taxable benefits to eligible administrators. The options included in the initial Plan will be: cash benefit in lieu of health insurance, medical reimbursement benefit, and dependent care assistance benefit.

#### **Section 2 - Hospitalization**

The Board agrees to pay the full monthly premium for MEBS BC/BS 4-Star Health Care Plan for all administrators who enroll into the program. Upon notice being given by either party, the service element of the Plan will be reviewed by May 1 of each contract year.

### **Section 3 - Term Life Insurance**

The Board agrees to pay the necessary premiums to provide group term life insurance in the amount of \$50,000, plus double indemnity for accidental death, for each member of the Association, the coverage of which will begin not later than thirty (30) days after ratification of the Agreement.

### **Section 4 - Loss of Time, Long Term Disability Protection**

The Board agrees to pay the necessary premiums to provide to all administrators, managed sick leave program at a rate of 75% of contractual salary continuing to the end of the contract year. Benefits shall continue beyond the contract year at a rate of 60% of the employee's annual contractual salary for the period of disability, but never beyond age 65.

### **Section 5 - Dental**

The Board agrees to pay the necessary premiums to provide, to all administrators, a full family dental program of basic benefits at a rate of 70% co-insurance and including the orthodontic rider. The dental program shall provide for gold crowns.

### **Section 6 - Vision Insurance**

The Board agrees to pay the necessary premiums to provide to all administrators, up to a full family rate, Ultra-Vision Plan III with a \$100.00 frame allowance.

### **Section 7 - (Refers to Sections 1 through 6)**

The Board agrees to provide the aforementioned insurance benefits within the underwriting rules and regulations as set forth by the insurance carrier in the master contract held by the policyholder.

### **Section 8 - Mileage and Professional Expenses**

All administrators will be reimbursed at the IRS rate per mile for all automobile travel, both in and out of the district, required by their position, which necessitates use of a personal automobile. The Board will reimburse scheduled or authorized travel. In addition, the Board agrees to reimburse reasonable costs, consistent with Internal Revenue Service guidelines, for meals, lodging, and other business expenses when such expenses are incurred by administrators on official school business approved by the Superintendent. Request for reimbursement shall not occur more frequently than monthly nor less frequently than quarterly.

### **Section 9 - Separation Pay At Time of Death or Retirement**

Separation pay will be granted upon retirement or death. To qualify for separation pay, the administrator, at the time of his/her retirement or death, must have been employed in the school



district for at least ten (10) consecutive year, must hold a full-time teaching, administrative, or supervisory assignment in the Grand Ledge Public Schools, and must be a participant in the Michigan Public School Employees Retirement System. If an administrator qualifies for separation pay, he/she shall receive \$300.00 per year for each year of full-time teaching, administrative, and supervisory service in the Grand Ledge Public Schools.

**Section 10 - Continuing Education Reimbursement**

The Board of Education encourages continuing education for their administrative staff and is willing to assist in payment of tuition costs for approved classes. Upon prior approval by the Superintendent or his/her designee and successful completion of the approved classes, the Board will reimburse up to a maximum Association total not to exceed \$5,000 in any school year.

**Section 11 - Administrator Certification Reimbursement**

The Board of Education agrees to reimburse each administrator for fees charged by the Michigan Department of Education when renewing administrator certification.

**Section 12 - Professional Organizations**

The Board agrees to pay membership dues for participation in professional organizations up to \$345.00 per year, per administrator.

**ARTICLE X**

**SALARY AND WORK YEAR**

This contract provides a fifty-two (52) week professional contract (July 1 - June 30) for all administrators and requires that administrators be on duty for all student and/or teacher attendance days, except as specified in Article VIII. The following work year is established for each administrative level:

**High School Administrator**

Student/Teacher Days	- 184 days
Additional Work Days	- 41 days
Paid Holidays (Article V)	- 10 days
Vacation Days	- <u>25 days</u>
Total	260 days



**Middle School & High School Assistant Administrators**

Student/Teacher Days	- 184 days
Additional Work Days	- 31 days
Paid Holidays (Article V)	- 10 days
Vacation Days	- <u>35 days</u>
Total	260 days

**Elementary School & Middle School Assistant Administrators**

Student/Teacher Days	- 184 days
Additional Work Days	- 21 days
Paid Holidays (Article V)	- 10 days
Vacation Days	- <u>45 days</u>
Total	260 days

Additional work days and vacation days are to be arranged by each administrator and immediate supervisor (i.e., Assistant Superintendent for Elementary or Secondary Instruction) and tentatively approved at the beginning of each new contract year.

Vacation days for all administrators must be scheduled within the contract year earned with no carryover of unused vacation time into the next contract year.

Days worked (Monday-Friday) above the number of contracted annual work days will be paid, if requested and approved by the immediate supervisor, on a per diem basis (1/260th).

**1995/96 School Year Salary Structure**

\*Based upon 1995/96 ECEA Professional Agreement - Salary Step 12G5 (1.00 = \$49,035)

<b><u>I. Base Salary</u></b>	<b><u>Factor (length of work year + responsibility)</u></b>
High School Administrator	1.32 = \$64,726
Middle School Administrator	1.23 = \$60,313
Elementary School Administrator	1.15 = \$56,390
Assistant High School Administrator	1.21 = \$59,332
Assistant Middle School Administrator	1.14 = \$55,900

**II. Degree Level**

**Factor (official transcripts/grade slips must be received by 6/30 of each school year)**

MA + 20 semester hours	.01 = \$ 490
MA + 30 semester hours	.02 = \$ 981
MA + 40 semester hours	.03 = \$1,471
MA + 50 semester hours	.04 = \$1,961
Ed.D or Ph.D.	.05 = \$2,452

**III. Building Enrollment**

**Factor (average # of students per administrator-blended count from previous year)**

<u>Elementary</u>	<u>Secondary</u>	
330	280	.01 = \$ 490
380	330	.02 = \$ 981
430	380	.03 = \$1,471
480	430	.04 = \$1,961

**IV. Administrative Experience**

**Factor (Maximum 5 years)**

One (1) year	.005 = \$ 245
Two(2) years	.01 = \$ 490
Three (3) years	.015 = \$ 736
Four (4) years	.02 = \$ 981
Five (5) years	.025 = \$1,226

**V. Longevity in GLPS**

**Factor (years of teaching and administration completed in Grand Ledge. Add to next year's salary)**

4-8 years	.01 = \$ 490
9-13 years	.02 = \$ 981
14-18 years	.03 = \$1,471
19 years and over	.04 = \$1,961

\*\* Adjust 1995/96 salaries of administrators who do not achieve a 2% increase over their 1994/95 salary to a +2% salary increase.

**1996/97 School Year Salary Structure**

\* Based upon 1996/97 ECEA Professional Agreement - Salary Step 12G5 (1.00 = \$50,016)

Factors in Base Salary, Degree Level, Building Enrollment and Administrative Experience remain the same as 1995/96. Salary amounts are adjusted using the 1996/97 base amount.

**V. Longevity in GLPS**

**Factor (years of teaching and administration completed in Grand ledge. Add to next year's salary)**

5-9 years	.01 = \$ 500
10-14 years	.02 = \$1,000
15-19 years	.03 = \$1,500
20 years and over	.04 = \$2,000

\*\* Adjust 1996/97 salaries of administrators who do not achieve a +2% increase over their 1995/96 salary to a +2% salary increase.

**Pay Issues**

- A. Administrator pay periods will commence with the first two-week period that falls within the new fiscal year and shall continue bi-weekly for the remainder of the fiscal or contractual year unless otherwise terminated prior to the end of the fiscal year or contractual year.
- B. If an administrator elects to be released from his/her administrative contract during the course of a fiscal year, the administrator's contractual salary will be prorated at the time of separation by the exact number of days worked during that fiscal year.

**ARTICLE XI**

**MISCELLANEOUS**

**Section 1 - Duration of Agreement**

This Agreement shall continue in full force and effect until June 30, 1997. The parties agree to begin negotiations for a new Agreement not less than one-hundred (100) days prior to July 1, 1997.

**Section 2 - Negotiation Procedure**

The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter now removed by law from the area of collective bargaining, and that understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this

Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to wages, hours, and other terms and conditions of employment, except by mutual consent.

**Section 3 - Conformity to Law**

This Agreement is subject in all respects to the laws of the State of Michigan with respect to the powers, rights, duties, and obligations of the Board, Association, and employees in the bargaining unit; and in the event that any provision of this Agreement shall at anytime be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken with the time provided for doing so, such provisions shall be void and inoperative. However, all other provisions of this Agreement shall continue in effect.

**Section 4 - Superseder Clause**

This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual administrator contracts. All future individual administrator contracts shall be made expressly subject to the terms of this Agreement.

Section 5 - Signatures

FOR THE ASSOCIATION:

Paul L. Salim  
Michael V. Johnson  
W. H. Perry

FOR THE BOARD:

John A. Buck  
Robert J. Brock  
Linda M. Toy  
H. Lane Merrill  
Thomas D. Gray  
Timothy D. Marsh  
David H. Layle

August, 1995  
Date of Agreement

**Record: 7374**

Employer GRAND RAPIDS JUNIOR COLLEGE  
Employer GRAND RAPIDS PUBLIC SCHOOLS  
Union/Assoc. FACULTY ASSOCIATION OF GRAND RAPIDS JUNIOR COLLEGE  
Effective date 08/21/1989  
Exp. date 08/19/1991  
Box 200  
Folder 1  
Jurisdiction COMMUNITY COLLEGES - FACULTY  
Occupation INSTRUCTORS, LIBRARIANS, COUNSELORS, INSTRUCTOR DIRECTORS, COUNSELOR COORDINATORS ...

**Record: 7375**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1079  
Union code AFSCME  
Effective date 01/01/1995  
Exp. date 12/31/1997  
Box 200  
Folder 2  
Jurisdiction COUNTY  
Occupation SUPERVISORY EMPLOYEES

**Record: 5854**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1079  
Union code AFSCME  
Effective date 01/01/1998  
Exp. date 12/31/2001  
Box 200  
Folder 3  
Jurisdiction COUNTY  
Occupation SUPERVISORY EMPLOYEES

**Record: 7376**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. COMMAND OFFICERS ASSOCIATION OF MICHIGAN  
Union code COAM  
Effective date 01/01/1994  
Exp. date 12/31/1997  
Box 200  
Folder 4  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation SUPERVISORY EMPLOYEES

**Record: 5860**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. COMMAND OFFICERS ASSOCIATION OF MICHIGAN  
Union code COAM  
Effective date 01/01/1998  
Exp. date 12/31/2000  
Box 200  
Folder 5  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation SUPERVISORY EMPLOYEES

**Record: 5861**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. COMMAND OFFICERS ASSOCIATION OF MICHIGAN  
Union code COAM  
Effective date 01/01/2001  
Exp. date 12/31/2001  
Box 200  
Folder 6  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation SUPERVISORY EMPLOYEES



**Record: 7377**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. POLICE OFFICERS ASSOCIATION OF MICHIGAN  
Union code POAM  
Effective date 01/01/1995  
Exp. date 12/31/1997  
Box 200  
Folder 7  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation DEPUTIES, CORRECTIONS OFFICERS

**Record: 5858**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. POLICE OFFICERS ASSOCIATION OF MICHIGAN  
Union code POAM  
Effective date 01/01/1998  
Exp. date 12/31/2000  
Box 200  
Folder 8  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation DEPUTIES, CORRECTIONS OFFICERS

**Record: 7378**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. POLICE OFFICERS LABOR COUNCIL  
Union code POLC  
Effective date 01/01/1995  
Exp. date 12/31/1997  
Box 200  
Folder 9  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation CAPTAINS

**Record: 5856**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. POLICE OFFICERS LABOR COUNCIL  
Union code POLC  
Effective date 01/01/1998  
Exp. date 12/31/2001  
Box 200  
Folder 10  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation LIEUTENANTS, CAPTAINS

**Record: 7379**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Effective date 01/01/1995  
Exp. date 12/31/1997  
Box 200  
Folder 11  
Jurisdiction COUNTY  
Occupation CUSTODIANS, CLERKS, LIFESAVERS, ACCOUNT CLERKS, ANIMAL CONTROL OFFICERS, APPRAISERS, SECRETARIES, BOOKKEEPERS, BUILDING INSPECTORS, BUYERS, BUILDING MAINTENANCE WORKERS, PROGRAM COUNSELORS ...

**Record: 5863**

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Union code IBT  
Effective date 01/01/1998  
Exp. date 12/31/2001  
Box 200  
Folder 12  
Jurisdiction COUNTY

Record: 5863(cont)

Occupation CUSTODIANS, OFFICE CLERKS, LIFESAVERS, WATER SAFETY INSTRUCTORS, ACCOUNT CLERKS, ANIMAL CONTROL OFFICERS, APPRAISERS, BUILDING MAINTENANCE WORKERS, BUYERS, PROGRAM COUNSELORS, GROUNDSKEEPERS, WATERSHED TECHNICIANS ...

Record: 7380

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Effective date 01/01/1995  
Exp. date 12/31/1997  
Box 200  
Folder 13  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation EMERGENCY TELECOMMUNICATORS

Record: 5865

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Union code IBT  
Effective date 01/01/1998  
Exp. date 12/31/2001  
Box 200  
Folder 14  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation EMERGENCY TELECOMMUNICATORS

Record: 7381

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Effective date 01/01/1996  
Exp. date 12/31/1997  
Box 200  
Folder 15  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation SERGEANTS

Record: 5873

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Union code IBT  
Effective date 01/01/1998  
Exp. date 12/31/2001  
Box 200  
Folder 16  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation SERGEANTS

Record: 7382

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. TECHNICAL, PROFESSIONAL, AND OFFICE WORKERS ASSOCIATION OF MICHIGAN  
Union code TPOAM  
Effective date 01/01/1995  
Exp. date 12/31/1997  
Box 200  
Folder 17  
Jurisdiction COUNTY  
Occupation CLERKS, CLERK SPECIALISTS

Record: 5867

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. TECHNICAL, PROFESSIONAL, AND OFFICE WORKERS ASSOCIATION OF MICHIGAN

Record: 5867(cont)

Union code TPOAM  
Effective date 01/01/1998  
Exp. date 12/31/2001  
Box 200  
Folder 18  
Jurisdiction COUNTY  
Occupation CLERICAL EMPLOYEES

Record: 7383

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. UTILITY WORKERS UNION OF AMERICA, LOCAL 519  
Union code UWUA  
Effective date 01/01/1994  
Exp. date 12/31/1996  
Box 200  
Folder 19  
Jurisdiction COUNTY  
Occupation NURSES, NURSE PRACTITIONERS, NURSE COORDINATORS, HEALTH EDUCATORS, SANITARIANS, DIETICIANS, CLERICAL EMPLOYEES, ENVIRONMENTAL HEALTH TECHNICIANS ...

Record: 5871

Employer GRAND TRAVERSE COUNTY  
Union/Assoc. GRAND TRAVERSE COUNTY HEALTH DEPARTMENT ASSOCIATION  
Effective date 01/01/1998  
Exp. date 12/31/2001  
Box 200  
Folder 20  
Jurisdiction COUNTY  
Occupation CLERKS, ACCOUNT CLERKS, ANIMAL CONTROL OFFICERS, HEALTH EDUCATORS, DENTAL ASSISTANTS, PERSONAL HEALTH TECHNICIANS, DENTAL HYGIENISTS, DIETITIANS, PUBLIC HEALTH NURSES, SANITARIANS, COORDINATORS ...

Record: 7384

Employer 86TH DISTRICT COURT  
Employer GRAND TRAVERSE COUNTY  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Effective date 01/01/1996  
Exp. date 12/31/1998  
Box 200  
Folder 21  
Jurisdiction COUNTY - COURTS  
Jurisdiction COURTS  
Occupation COURT EMPLOYEES

Record: 5869

Employer 86TH DISTRICT COURT  
Employer GRAND TRAVERSE COUNTY  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Union code IBT  
Effective date 01/01/1999  
Exp. date 12/31/2002  
Box 200  
Folder 22  
Jurisdiction COURTS  
Jurisdiction COUNTY - COURTS  
Occupation DISTRICT COURT EMPLOYEES

Record: 7385

Employer GRAND VALLEY STATE UNIVERSITY  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2074  
Union code AFSCME  
Effective date 05/01/1994  
Exp. date 04/30/1997  
Box 200

Record: 7385(cont)

Folder 23  
Jurisdiction UNIVERSITIES, COLLEGES - SUPPORT STAFF  
Occupation CUSTODIANS, GROUNDSKEEPERS, GARDENERS, BUS DRIVERS, BOILER OPERATORS, MECHANICS, AUTOMOTIVE SPECIALISTS ...

Record: 7386

Employer GRAND VALLEY STATE UNIVERSITY  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2074  
Union code AFSCME  
Effective date 05/01/1994  
Exp. date 04/30/1997  
Box 200  
Folder 24  
Jurisdiction UNIVERSITIES, COLLEGES - SUPPORT STAFF  
Occupation SERVICE STAFF

Record: 7387

Employer GRAND VALLEY STATE UNIVERSITY  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2074  
Union code AFSCME  
Effective date 05/01/1994  
Exp. date 04/30/1997  
Box 200  
Folder 25  
Jurisdiction UNIVERSITIES, COLLEGES - SUPPORT STAFF  
Occupation GREENSKEEPERS

Record: 7388

Employer GRAND VALLEY STATE UNIVERSITY  
Union/Assoc. GRAND VALLEY CLERICAL, OFFICE, TECHNICAL ASSOCIATION  
Union code MEA-NEA  
Effective date 10/01/1996  
Exp. date 09/30/1999  
Box 200  
Folder 26  
Jurisdiction UNIVERSITIES, COLLEGES - SUPPORT STAFF  
Occupation CASHIERS, CLERICAL AIDES, CLERKS, SECRETARIES, COORDINATORS, ASSISTANTS, TECHNICIANS, COMPUTER OPERATORS, REGISTERED NURSES, TELEVISION ENGINEERS ...

Record: 7389

Employer GRAND VIEW HOSPITAL  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 992  
Union code AFSCME  
Effective date 03/04/1996  
Exp. date 02/28/1999  
Box 200  
Folder 27  
Jurisdiction HEALTH CARE FACILITY  
Occupation NUTRITION SERVICE AIDES, HISTOLOGY AIDES, COOKS, SECRETARIES, CLERKS, LICENSED PRACTICAL NURSES ...

Record: 7390

Employer GRAND VIEW HOSPITAL  
Union/Assoc. MICHIGAN NURSES ASSOCIATION  
Union code MNA  
Effective date 10/04/1993  
Exp. date 09/29/1996  
Box 200  
Folder 28  
Jurisdiction HEALTH CARE FACILITY  
Occupation REGISTERED NURSES

**Record: 7391**

Employer GRANDVILLE, CITY OF  
Union/Assoc. GRANDVILLE CITY EMPLOYEES ASSOCIATION  
Effective date 07/01/1995  
Exp. date 06/30/1998  
Box 200  
Folder 29  
Jurisdiction CITY  
Occupation MECHANICS, MAINTENANCE WORKERS ...

**Record: 7392**

Employer GRANDVILLE, CITY OF  
Union/Assoc. POLICE OFFICERS LABOR COUNCIL  
Union code POLC  
Effective date 07/01/1993  
Exp. date 06/30/1996  
Box 200  
Folder 30  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation PATROLMEN, CLERK DISPATCHERS

**Record: 7393**

Employer GRANDVILLE, CITY OF  
Union/Assoc. POLICE OFFICERS LABOR COUNCIL  
Union code POLC  
Effective date 07/01/1993  
Exp. date 06/30/1996  
Box 200  
Folder 31  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation SERGEANTS

**Record: 7394**

Employer GRANDVILLE, CITY OF  
Union/Assoc. SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 586  
Union code SEIU  
Effective date 07/01/1994  
Exp. date 06/30/1997  
Box 200  
Folder 32  
Jurisdiction CITY  
Occupation WASTEWATER TREATMENT DEPARTMENT OPERATORS

**Record: 7395**

Employer GRATIOT COMMUNITY HOSPITAL  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1511  
Union code AFSCME  
Effective date 06/21/1995  
Exp. date 06/20/1998  
Box 200  
Folder 33  
Jurisdiction HEALTH CARE FACILITY  
Occupation CENTRAL SUPPLY TECHNICIANS, DIALYSIS ASSISTANTS, ENVIRONMENTAL SERVICE WORKERS, LAUNDRY WORKERS, SECRETARIES, ORDERLIES ...

**Record: 7396**

Employer GRATIOT COMMUNITY HOSPITAL  
Union/Assoc. GRATIOT COMMUNITY HOSPITAL REGISTERED NURSES ASSOCIATION  
Effective date 02/28/1996  
Exp. date 11/07/1998  
Box 200  
Folder 34  
Jurisdiction HEALTH CARE FACILITY  
Occupation REGISTERED NURSES

**Record: 7397**

Employer GRATIOT COMMUNITY HOSPITAL  
Union/Assoc. SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 79  
Union code SEIU  
Effective date 04/27/1995  
Exp. date 05/02/1998  
Box 200  
Folder 35  
Jurisdiction HEALTH CARE FACILITY  
Occupation LICENSED PRATICAL NURSES, GRADUATE PRACTICAL NURSES

**Record: 7398**

Employer GRATIOT COUNTY  
Union/Assoc. FRATERNAL ORDER OF POLICE  
Union code FOP  
Effective date 01/01/1990  
Exp. date 12/31/1991  
Box 200  
Folder 36  
Jurisdiction COUNTY - PUBLIC SAFETY  
Occupation DEPUTIES, JAIL ADMINISTRATORS, CORRECTIONS OFFICERS, DISPATCHERS, SERGEANTS, POLICE CLERKS, LICENSE EXAMINERS, FOOD SERVICE MANAGERS ...

**Record: 7399**

Employer GRATIOT ISABELLA REGIONAL EDUCATION SERVICE DISTRICT  
Union/Assoc. GRATIOT-ISABELLA RESD PARPPROFESSIONAL EDUCATION SUPPORT PERSONNEL ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/1995  
Exp. date 06/30/1998  
Box 200  
Folder 37  
Jurisdiction INTERMEDIATE SCHOOL DISTRICT - SUPPORT STAFF  
Occupation INSTRUCTIONAL AIDES, PROGRAM ASSISTANTS, CHILD TRAINING ASSISTANTS ...

**Record: 7400**

Employer GRATIOT ISABELLA REGIONAL EDUCATION SERVICE DISTRICT  
Union/Assoc. GRATIOT-ISABELLA RESD PROFESSIONAL EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 00/00/1995  
Exp. date 06/30/1998  
Box 200  
Folder 38  
Jurisdiction INTERMEDIATE SCHOOL DISTRICT - TEACHERS  
Occupation SPECIAL EDUCATION TEACHERS, TEACHER CONSULTANTS, SCHOOL SOCIAL WORKERS, SCHOOL PSYCHOLOGISTS, PHYSICAL THERAPISTS, BEHAVIORAL THERAPISTS ...

**Record: 7401**

Employer GREENVILLE PUBLIC SCHOOLS  
Union/Assoc. GREENVILLE EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/1996  
Exp. date 06/30/1999  
Box 200  
Folder 39  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, SOCIAL WORKERS ...

**Record: 7402**

Employer GREENVILLE PUBLIC SCHOOLS  
Union/Assoc. GREENVILLE EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/1995  
Exp. date 06/30/1998  
Box 200  
Folder 40  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF



Record: 7402(cont)

Occupation CUSTODIANS, MAINTENANCE EMPLOYEES, GROUNDS EMPLOYEES, MECHANICS, BUS DRIVERS ...

Record: 7403

Employer GROSSE ILE, TOWNSHIP OF  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 292  
Union code AFSCME  
Effective date 04/01/1989  
Exp. date 03/31/1991  
Box 200  
Folder 41  
Jurisdiction TOWNSHIP  
Occupation MECHANICS, BUILDING INSPECTORS, FACILITY SERVICEMEN, MAINTENANCE SUPERVISORS, SECRETARIES, CLERKS ...

Record: 5894

Employer GROSSE ILE, TOWNSHIP OF  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 292  
Union code AFSCME  
Effective date 04/01/1995  
Exp. date 03/31/1998  
Box 200  
Folder 42  
Jurisdiction TOWNSHIP  
Occupation MECHANICS, BUILDING INSPECTORS, FACILITY SERVICEMEN, CLERKS, SECRETARIES, MAINTENANCE SUPERVISORS ...

Record: 7404

Employer GROSSE ILE, TOWNSHIP OF  
Union/Assoc. POLICE OFFICERS ASSOCIATION OF MICHIGAN  
Union code POAM  
Effective date 04/01/1990  
Exp. date 03/31/1993  
Box 200  
Folder 43  
Jurisdiction TOWNSHIP - PUBLIC SAFETY  
Occupation PATROL OFFICERS, SERGEANTS, ANIMAL CONTROL OFFICERS, DISPATCHER CLERKS ...

Record: 5896

Employer GROSSE ILE, TOWNSHIP OF  
Union/Assoc. GROSSE ILE POLICE OFFICERS ASSOCIATION  
Union code POAM  
Effective date 04/01/1996  
Exp. date 03/31/1999  
Box 200  
Folder 44  
Jurisdiction TOWNSHIP - PUBLIC SAFETY  
Occupation PATROL OFFICERS, DISPATCHER CLERKS, ANIMAL CONTROL OFFICERS, SERGEANTS

Record: 7405

Employer GROSSE POINTE, CITY OF  
Union/Assoc. FRATERNAL ORDER OF POLICE  
Union code FOP  
Effective date 07/01/1987  
Exp. date 06/30/1990  
Box 200  
Folder 45  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation PUBLIC SAFETY OFFICERS, DISPATCHERS

Record: 7406

Employer GROSSE POINTE, CITY OF  
Union/Assoc. FRATERNAL ORDER OF POLICE  
Union code FOP  
Effective date 07/01/1987

Record: 7406(cont)

Exp. date 06/30/1990  
Box 200  
Folder 46  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation SERGEANTS, LIEUTEANTS

Record: 7407

Employer GROSSE POINTE FARMS, CITY OF  
Union/Assoc. GROSSE POINTE FARMS COMMAND OFFICERS ASSOCIATION  
Union code FOP  
Effective date 07/01/1989  
Exp. date 06/30/1992  
Box 200  
Folder 47  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation LIEUTENANTS, EXECUTIVE LIEUTENANTS

Record: 7408

Employer GROSSE POINTE PARK, CITY OF  
Union/Assoc. GROSSE POINTE PARK PUBLIC SAFETY COMMAND ASSOCIATION  
Union code FOP  
Effective date 07/01/1989  
Exp. date 06/30/1992  
Box 200  
Folder 48  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation PUBLIC SAFETY OFFICER LIEUTENANTS, PUBLIC SAFETY OFFICER SERGEANTS, PUBLIC SAFETY OFFICER CORPORALS, FIRE COMMAND LIEUTENANTS, FIRE COMMAND SERGEANTS

Record: 7409

Employer GROSSE POINTE PARK, CITY OF  
Union/Assoc. GROSSE POINTE PARK PUBLIC SAFETY OFFICERS ASSOCIATION  
Union code FOP  
Effective date 07/01/1989  
Exp. date 06/30/1992  
Box 200  
Folder 49  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation PUBLIC SAFETY OFFICERS

Record: 7410

Employer GROSSE POINTE PUBLIC SCHOOLS  
Union/Assoc. GROSSE POINTE EDUCATION ASSOCIATION  
Union/Assoc. MEA-NEA, LOCAL 1  
Union code MEA-NEA  
Effective date 09/01/1994  
Exp. date 08/31/1996  
Box 200  
Folder 50  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, NURSES, LIBRARIANS, SCHOOL PSYCHOLOGISTS, SCHOOL SOCIAL WORKERS, COUNSELORS, THERAPISTS ...

Record: 7411

Employer GROSSE POINTE WOODS, CITY OF  
Union/Assoc. FRATERNAL ORDER OF POLICE  
Union code FOP  
Effective date 07/01/1990  
Exp. date 06/30/1993  
Box 200  
Folder 51  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation EMERGENCY MEDICAL TECHNICIANS, CLERK DISPATCHERS

**Record: 7412**

Employer            GROSSE POINTE WOODS, CITY OF  
Union/Assoc.       FRATERNAL ORDER OF POLICE  
Union code        FOP  
Effective date    07/01/1987  
Exp. date         06/30/1990  
Box                200  
Folder            52  
Jurisdiction      CITY - PUBLIC SAFETY  
Occupation       PUBLIC SAFETY OFFICERS

**Record: 7413**

Employer            GROSSE POINTE WOODS, CITY OF  
Union/Assoc.       GROSSE POINTE WOODS SERGEANTS AND CORPORALS ASSOCIATION  
Effective date    07/01/1990  
Exp. date         06/30/1993  
Box                200  
Folder            53  
Jurisdiction      CITY - PUBLIC SAFETY  
Occupation       SERGEANTS, CORPORALS

**Record: 7414**

Employer            GULL LAKE COMMUNITY SCHOOLS  
Union/Assoc.       GULL LAKE BUS DRIVERS ASSOCIATION  
Effective date    07/01/1988  
Exp. date         06/30/1990  
Box                200  
Folder            54  
Jurisdiction      SCHOOL DISTRICT - SUPPORT STAFF  
Occupation       BUS DRIVERS

**Record: 7415**

Employer            GULL LAKE COMMUNITY SCHOOLS  
Union/Assoc.       GULL LAKE CAFETERIA ASSOCIATION  
Effective date    07/01/1988  
Exp. date         06/30/1990  
Box                200  
Folder            55  
Jurisdiction      SCHOOL DISTRICT - SUPPORT STAFF  
Occupation       COOKS, BAKERS ...

**Record: 7416**

Employer            GULL LAKE COMMUNITY SCHOOLS  
Union/Assoc.       GULL LAKE EDUCATIONAL SECRETARIES AND ASSOCIATES  
Effective date    07/01/1988  
Exp. date         06/30/1991  
Box                200  
Folder            56  
Jurisdiction      SCHOOL DISTRICT - SUPPORT STAFF  
Occupation       SECRETARIES, CLERICAL EMPLOYEES, LAY LIBRARIANS

**Record: 7417**

Employer            GULL LAKE COMMUNITY SCHOOLS  
Union/Assoc.       INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 547  
Union code        IUOE  
Effective date    07/01/1987  
Exp. date         06/30/1989  
Box                200  
Folder            57  
Jurisdiction      SCHOOL DISTRICT - SUPPORT STAFF  
Occupation       CUSTODIANS

**Record: 7418**

Employer            GULL LAKE COMMUNITY SCHOOLS  
Union/Assoc.       KALAMAZOO COUNTY EDUCATION ASSOCIATION

Record: 7418(cont)

Union code MEA-NEA  
Effective date 07/01/1986  
Exp. date 06/30/1989  
Box 200  
Folder 58  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, GUIDANCE COUNSELORS, THERAPISTS, LIBRARIANS ...

Record: 7419

Employer GWINN AREA COMMUNITY SCHOOLS  
Union/Assoc. GWINN AREA COMMUNITY SCHOOLS ADMINISTRATORS ASSOCIATION  
Effective date 07/01/1995  
Exp. date 06/30/1998  
Box 200  
Folder 59  
Jurisdiction SCHOOL DISTRICT - SCHOOL ADMINISTRATORS  
Occupation PRINCIPALS, ASSISTANT PRINCIPALS, DIRECTORS ...

Record: 7420

Employer GWINN AREA COMMUNITY SCHOOLS  
Union/Assoc. GWINN EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 08/14/1995  
Exp. date 08/00/1998  
Box 200  
Folder 60  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, SCHOOL NURSES ...

Record: 7421

Employer GWINN AREA COMMUNITY SCHOOLS  
Union/Assoc. INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 328  
Union code IBT  
Union code TEAMSTERS  
Effective date 07/01/1995  
Exp. date 06/30/1998  
Box 200  
Folder 61  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIANS, POOL ATTENDANTS, BUS DRIVERS, COOKS, BAKERS, SECRETARIES, LIBRARY AIDES, BUS AIDES, MECHANICS ...

Record: 7422

Employer HALE AREA SCHOOLS  
Union/Assoc. HALE FEDERATION OF TEACHERS  
Union code MFT-AFT  
Effective date 07/01/1990  
Exp. date 06/30/1993  
Box 200  
Folder 62  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, COUNSELORS, LIBRARIANS, READING CONSULTANTS ...

Record: 7423

Employer HAMTRAMCK, CITY OF  
Union/Assoc. FRATERNAL ORDER OF POLICE, LODGE 109  
Union code FOP  
Effective date 07/01/1982  
Exp. date 06/30/1986  
Box 200  
Folder 63  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation PATROLMEN, DETECTIVES

**Record: 7424**

Employer HANCOCK, CITY OF  
Union/Assoc. INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 328  
Union code IBT  
Union code TEAMSTERS  
Effective date 01/01/1997  
Exp. date 12/31/1999  
Box 200  
Folder 64  
Jurisdiction CITY  
Occupation EQUIPMENT OPERATORS, MECHANICS, LABORERS, LEADMEN ...

**Record: 7425**

Employer HANCOCK PUBLIC SCHOOLS  
Union/Assoc. COPPER COUNTRY EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 09/01/1994  
Exp. date 08/31/1997  
Box 200  
Folder 65  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, GUIDANCE COUNSELORS, LIBRARIANS ...

**Record: 7426**

Employer HANCOCK PUBLIC SCHOOLS  
Union/Assoc. HANCOCK EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION  
Effective date 07/01/1996  
Exp. date 06/30/1998  
Box 200  
Folder 66  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation MECHANICS, COOKS, CUSTODIANS, SECRETARIES, AIDES, NURSES ...

**Record: 7427**

Employer HARPER CREEK COMMUNITY SCHOOLS  
Union/Assoc. HARPER CREEK EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION  
Union code MEA-NEA  
Effective date 12/09/1996  
Exp. date 06/30/1999  
Box 200  
Folder 67  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation SECRETARIAL, CLERICAL, OFFICE PERSONNEL, EDUCATIONAL ASSISTANTS, PARAPROFESSIONALS, FOOD SERVICE EMPLOYEES ...

**Record: 7428**

Employer HARPER WOODS SCHOOL DISTRICT  
Union/Assoc. MEA-NEA, LOCAL 1  
Union code MEA-NEA  
Effective date 09/01/1990  
Exp. date 08/31/1993  
Box 200  
Folder 68  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, SCHOOL PSYCHOLOGISTS, SOCIAL WORKERS ...

**Record: 7429**

Employer HART PUBLIC SCHOOLS  
Union/Assoc. HART EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 08/00/1995  
Exp. date 08/31/1998  
Box 200  
Folder 69  
Jurisdiction SCHOOL DISTRICT - TEACHERS

Record: 7429(cont)

Occupation TEACHERS ...

Record: 7430

Employer HART PUBLIC SCHOOLS  
Union/Assoc. INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 406  
Union code TEAMSTERS  
Union code IBT  
Effective date 07/01/1996  
Exp. date 06/30/1999  
Box 200  
Folder 70  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation BUS DRIVERS

Record: 7431

Employer HARTFORD, CITY OF  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2628  
Union code AFSCME  
Effective date 07/01/1996  
Exp. date 06/30/2000  
Box 200  
Folder 71  
Jurisdiction CITY  
Occupation LABORERS, SEWER MAINTENANCE WORKERS ...

Record: 7432

Employer HARTFORD, CITY OF  
Union/Assoc. POLICE OFFICERS LABOR COUNCIL  
Union code POLC  
Effective date 07/01/1993  
Exp. date 06/30/2000  
Box 200  
Folder 72  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation PATROLMEN, LIEUTENANTS

Record: 7433

Employer HARTLAND CONSOLIDATED SCHOOLS  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2652  
Union code AFSCME  
Effective date 07/01/1995  
Exp. date 06/30/1999  
Box 200  
Folder 73  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIAL MAINTENANCE EMPLOYEES

Record: 7434

Employer HARTLAND CONSOLIDATED SCHOOLS  
Union/Assoc. HARTLAND AFFILIATE ASSOCIATION  
Union code MEA-NEA  
Effective date 12/04/1995  
Exp. date 06/30/1998  
Box 200  
Folder 74  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation SECRETARIES, DATA PROCESSING OPERATORS, PARAPROFESSIONALS, BOOKKEEPERS, CLERKS, AIDES ...

Record: 7435

Employer HARTLAND CONSOLIDATED SCHOOLS  
Union/Assoc. HARTLAND BUS DRIVERS ASSOCIATION  
Union code MESPA  
Union code MEA-NEA  
Effective date 07/01/1995



Record: 7435(cont)

Exp. date 06/30/1998  
Box 200  
Folder 75  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation BUS DRIVERS

Record: 7436

Employer HARTLAND CONSOLIDATED SCHOOLS  
Union/Assoc. HARTLAND FOOD SERVICE ASSOCIATION  
Union code MEA-NEA  
Effective date 00/00/1995  
Exp. date 08/31/1998  
Box 200  
Folder 76  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CAFETERIA WORKERS ...

Record: 7437

Employer HARTLAND CONSOLIDATED SCHOOLS  
Union/Assoc. WASHTENAW-LIVINGSTON EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 09/01/1994  
Exp. date 08/31/1997  
Box 200  
Folder 77  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS ...

Record: 7438

Employer HASTINGS AREA SCHOOLS  
Union/Assoc. HASTINGS AREA BUS DRIVERS ASSOCIATION  
Effective date 07/01/1995  
Exp. date 06/30/1997  
Box 200  
Folder 78  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation BUS DRIVERS

Record: 7439

Employer HASTINGS AREA SCHOOLS  
Union/Assoc. HASTINGS EDUCATION ASSOCIATION  
Union code SCUBA  
Union code MEA-NEA  
Effective date 07/01/1996  
Exp. date 06/30/1999  
Box 200  
Folder 79  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, COUNSELORS, LIBRARIANS, SCHOOL SOCIAL WORKERS, SPEECH THERAPISTS ...

Record: 7440

Employer HASTINGS AREA SCHOOLS  
Union/Assoc. HASTINGS EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION  
Union code MESPA  
Union code MEA-NEA  
Effective date 07/01/1995  
Exp. date 06/30/1997  
Box 200  
Folder 80  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIAL MAINTENANCE EMPLOYEES, SECRETARIAL CLERICAL EMPLOYEES, PARAPROFESSIONALS, FOOD SERVICE EMPLOYEES ...

**Record: 7441**

Employer HARRISON TOWNSHIP  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1103  
Union code AFSCME  
Effective date 01/01/1993  
Exp. date 12/31/1996  
Box 201  
Folder 1  
Jurisdiction TOWNSHIP  
Occupation CLERKS, BOOKKEEPERS, SECRETARIES, MAINTENANCE WORKERS, UTILITY WORKERS, CODE ENFORCEMENT OFFICERS, BUILDING INSPECTORS, ASSESSING AIDES ...

**Record: 6064**

Employer HARRISON TOWNSHIP  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1103  
Union code AFSCME  
Effective date 01/01/1997  
Exp. date 12/31/1999  
Box 201  
Folder 2  
Jurisdiction TOWNSHIP  
Occupation BOOKEEPERS, CODE ENFORCEMENT OFFICERS, ASSESSING AIDES, ADMINISTRATIVE AIDES, MAINTENANCE WORKERS, UTILITY WORKERS, BUILDING INSPECTORS, ELECTION REGISTRATION SPECIALISTS, SECRETARIES ...

**Record: 7442**

Employer HARRISON TOWNSHIP  
Union/Assoc. HARRISON TOWNSHIP SUPERVISORY EMPLOYEES ASSOCIATION  
Effective date 01/01/1996  
Exp. date 12/31/1997  
Box 201  
Folder 3  
Jurisdiction TOWNSHIP  
Occupation FOREMEN, ASSISTANT FOREMEN, SUPERINTNENDENT, ASSESSOR, DIRECTOR ...

**Record: 7443**

Employer HARRISON TOWNSHIP  
Union/Assoc. HARRISON TOWNSHIP FIREFIGHTERS ASSOCIATION  
Union/Assoc. INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1737  
Union code IAFF  
Effective date 01/01/1995  
Exp. date 12/31/1996  
Box 201  
Folder 4  
Jurisdiction TOWNSHIP - PUBLIC SAFETY  
Occupation FIRE FIGHTERS, SERGEANTS, LIEUTENANTS, CAPTAINS ...

**Record: 7444**

Employer HASLETT PUBLIC SCHOOLS  
Union/Assoc. HASLETT ADULT EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 00/00/1994  
Exp. date 06/30/1996  
Box 201  
Folder 5  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, COUNSELORS ...

**Record: 7445**

Employer HASLETT PUBLIC SCHOOLS  
Union/Assoc. HASLETT AIDE/PARAPROFESSIONAL ASSOCIATION  
Union code MEA-NEA  
Effective date 08/26/1996  
Exp. date 08/31/1999  
Box 201  
Folder 6  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF

Record: 7445(cont)

Occupation AIDES, PARAPROFESSIONALS, CHILD CARE TEACHERS

Record: 7446

Employer HASLETT PUBLIC SCHOOLS  
Union/Assoc. HASLETT APPLIED SERVICES ASSOCIATION  
Union code MEA-NEA  
Effective date 09/01/1996  
Exp. date 08/31/1999  
Box 201  
Folder 7  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIANS, COOKS, SERVERS, CASHIERS, GROUNDS EMPLOYEES, MAINTENANCE SERVICES, BUS DRIVERS ...

Record: 7447

Employer HASLETT PUBLIC SCHOOLS  
Union/Assoc. HASLETT EDUCATIONAL SECRETARIES ASSOCIATION  
Union code MEA-NEA  
Effective date 09/01/1996  
Exp. date 08/31/1999  
Box 201  
Folder 8  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation LIBRARY CLERKS, CLERKS, SECRETARIES ...

Record: 7448

Employer HASLETT PUBLIC SCHOOLS  
Union/Assoc. INGHAM CLINTON EDUCATION ASSOCIATION  
Union/Assoc. HASLETT EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 08/16/1996  
Exp. date 08/15/1998  
Box 201  
Folder 9  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS ...

Record: 7449

Employer HAZEL PARK, CITY OF  
Union/Assoc. HAZEL PARK FIRE FIGHTERS ASSOCIATION  
Union/Assoc. INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1414  
Union code IAFF  
Effective date 10/14/1991  
Exp. date 06/30/1993  
Box 201  
Folder 10  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation FIRE FIGHTERS, LIEUTENANTS, CAPTAINS ...

Record: 7450

Employer HAZEL PARK, CITY OF  
Union/Assoc. FRATERNAL ORDER OF POLICE  
Union code FOP  
Effective date 07/01/1990  
Exp. date 06/30/1993  
Box 201  
Folder 11  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation SERGEANTS, LIEUTENANTS

Record: 7451

Employer HAZEL PARK, CITY OF  
Union/Assoc. FRATERNAL ORDER OF POLICE  
Union code FOP  
Effective date 07/01/1990

Record: 7451(cont)

Exp. date    06/30/1993  
Box        201  
Folder     12  
Jurisdiction    CITY - PUBLIC SAFETY  
Occupation    PATROL OFFICERS

Record: 7452

Employer     HAZEL PARK, CITY OF  
Union/Assoc.    INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 214  
Union code    IBT  
Union code    TEAMSTERS  
Effective date    07/01/1989  
Exp. date     06/30/1992  
Box        201  
Folder     13  
Jurisdiction    CITY  
Occupation    AUTO MECHANICS, DPW WORKERS ...

Record: 7453

Employer     HAZEL PARK SCHOOL DISTRICT  
Union/Assoc.    AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 271  
Union code    AFSCME  
Effective date    07/01/1987  
Exp. date     06/30/1993  
Box        201  
Folder     14  
Jurisdiction    SCHOOL DISTRICT - SUPPORT STAFF  
Occupation    MAINTENANCE EMPLOYEES, CUSTODIANS, BUS DRIVERS, LAUNDRY ATTENDANTS, COOKS, BAKERS ...

Record: 7454

Employer     HAZEL PARK SCHOOL DISTRICT  
Union/Assoc.    HAZEL PRAK EDUCATION ASSOCIATION  
Effective date    09/01/1987  
Exp. date     08/31/1993  
Box        201  
Folder     15  
Jurisdiction    SCHOOL DISTRICT - TEACHERS  
Occupation    TEACHERS ...

Record: 7455

Employer     HAZEL PARK SCHOOL DISTRICT  
Union/Assoc.    INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 547  
Union code    IUOE  
Effective date    07/01/1990  
Exp. date     06/30/1993  
Box        201  
Folder     16  
Jurisdiction    SCHOOL DISTRICT - SUPPORT STAFF  
Occupation    SECRETARIES, BOOKKEEPERS, COMPUTER PROGRAMMERS, CLERKS ...

Record: 7456

Employer     HEMLOCK PUBLIC SCHOOLS  
Union/Assoc.    HEMLOCK FEDERATION OF TEACHERS, AFT, MFT, LOCAL 3509  
Union code    MFT-AFT  
Effective date    11/08/1991  
Exp. date     08/15/1993  
Box        201  
Folder     17  
Jurisdiction    SCHOOL DISTRICT - TEACHERS  
Occupation    TEACHERS, SCHOOL LIBRARIANS, COUNSELORS ...

**Record: 7457**

Employer HEMLOCK PUBLIC SCHOOLS  
Union/Assoc. HEMLOCK FEDERATION OF TEACHERS, AFT, MFT, LOCAL 3509, UNIT I  
Union code MFT-AFT  
Effective date 00/00/1990  
Exp. date 08/30/1993  
Box 201  
Folder 18  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation BUS DRIVERS, BUS AIDES, REGULAR SUBSTITUTES

**Record: 7458**

Employer HEMLOCK PUBLIC SCHOOLS  
Union/Assoc. HEMLOCK FEDERATION OF TEACHERS, AFT, MFT, LOCAL 3509, UNIT II  
Union code MFT-AFT  
Effective date 07/01/1990  
Exp. date 08/30/1993  
Box 201  
Folder 19  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation SECRETARIES, INSTRUCTIONAL AIDES

**Record: 7459**

Employer HEMLOCK PUBLIC SCHOOLS  
Union/Assoc. HEMLOCK FEDERATION OF TEACHERS, AFT, MFT, LOCAL 3509, UNIT III  
Union code MFT-AFT  
Effective date 00/00/1990  
Exp. date 08/30/1993  
Box 201  
Folder 20  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation FOOD SERVICE EMPLOYEES, MONITORS, CUSTODIANS, MAINTENANCE EMPLOYEES, MECHANICS

**Record: 7460**

Employer HENRY FORD COMMUNITY COLLEGE  
Union/Assoc. HENRY FORD COMMUNITY COLLEGE ADMINISTRATORS ASSOCIATION  
Union/Assoc. AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS, LOCAL 71  
Union code AFSA  
Effective date 00/00/1994  
Exp. date 06/30/1999  
Box 201  
Folder 21  
Jurisdiction COMMUNITY COLLEGES - ADMINISTRATORS  
Occupation ADMINISTRATORS, SUPERVISORS, MANAGERS

**Record: 7461**

Employer HENRY FORD COMMUNITY COLLEGE  
Union/Assoc. HENRY FORD COMMUNITY COLLEGE FEDERATION OF TEACHERS, AFT, LOCAL 1650  
Union code AFT  
Effective date 08/22/1994  
Exp. date 08/23/1999  
Box 201  
Folder 22  
Jurisdiction COMMUNITY COLLEGES - FACULTY  
Occupation TEACHERS, DEPARTMENT CHAIRPERSONS, COUNSELORS, LIBRARIANS, PLACEMENT OFFICERS ...

**Record: 7462**

Employer HILLSDALE, CITY OF  
Union/Assoc. POLICE OFFICERS LABOR COUNCIL  
Union code POLC  
Effective date 07/01/1996  
Exp. date 06/30/1999  
Box 201  
Folder 23  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation PATROL OFFICERS, DETECTIVES, SERGEANTS, DISPATCHERS

**Record: 7463**

Employer HILLSDALE COMMUNITY SCHOOLS  
Union/Assoc. 4-C UNIFIED BARGAINING ASSOCIATION  
Union code MEA-NEA  
Effective date 00/00/1997  
Exp. date 08/14/1999  
Box 201  
Folder 24  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, GUIDANCE COUNSELORS, LIBRARIANS ...

**Record: 7464**

Employer HILLSDALE COMMUNITY SCHOOLS  
Union/Assoc. HILLSDALE EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/1994  
Exp. date 06/30/1997  
Box 201  
Folder 25  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIANS, BUS DRIVERS, COOKS, SECRETARIES, EDUCATIONAL ASSISTANTS, MAINTENANCE EMPLOYEES

**Record: 7465**

Employer HILLSDALE COUNTY INTERMEDIATE SCHOOL DISTRICT  
Union/Assoc. 4-C UNIFIED BARGAINING ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/1990  
Exp. date 06/30/1993  
Box 201  
Folder 26  
Jurisdiction INTERMEDIATE SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS ...

**Record: 7466**

Employer HILLSDALE COUNTY INTERMEDIATE SCHOOL DISTRICT  
Union/Assoc. MICHIGAN EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION  
Union code MESPA  
Union code MEA-NEA  
Effective date 07/01/1990  
Exp. date 06/30/1993  
Box 201  
Folder 27  
Jurisdiction INTERMEDIATE SCHOOL DISTRICT - SUPPORT STAFF  
Occupation VIDEO TAPE TECHNICIANS, INSTRUCTIONAL ASSISTANTS, BUS DRIVERS, SECRETARIES, CUSTODIANS, PRINT SHOP OPERATORS, BUS AIDES, BUS MAINTENANCE AIDES ...

**Record: 7467**

Employer HILLSDALE COUNTY ROAD COMMISSION  
Union/Assoc. TEAMSTERS, STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Effective date 01/01/1994  
Exp. date 12/31/1996  
Box 201  
Folder 28  
Jurisdiction COUNTY - ROAD COMMISSION  
Occupation LABORERS, MECHANICS, EQUIPMENT OPERATORS ...

**Record: 7468**

Employer HOLLAND, CITY OF  
Union/Assoc. FRATERNAL ORDER OF POLICE  
Union code FOP  
Effective date 07/01/1990  
Exp. date 06/30/1993  
Box 201  
Folder 29  
Jurisdiction CITY - PUBLIC SAFETY



Record: 7468(cont)

Occupation POLICE OFFICERS, JAILERS, DETECTIVES, SERGEANTS ...

Record: 6110

Employer HOLLAND, CITY OF  
Union/Assoc. HOLLAND POLICE OFFICERS ASSOCIATION  
Union code POLC  
Effective date 07/01/1996  
Exp. date 06/30/1999  
Box 201  
Folder 30  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation POLICE OFFICERS, DETECTIVES, SERGEANTS ...

Record: 7469

Employer HOLLAND, CITY OF  
Union/Assoc. INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 759  
Union code IAFF  
Effective date 07/01/1988  
Exp. date 06/30/1991  
Box 201  
Folder 31  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation FIRE FIGHTERS, FIRE LIEUTENANTS, FIRE CAPTAINS, FIRE INSPECTORS ...

Record: 7470

Employer HOLLAND, CITY OF  
Union/Assoc. SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 586  
Union code SEIU  
Effective date 04/01/1990  
Exp. date 04/01/1993  
Box 201  
Folder 32  
Jurisdiction CITY  
Occupation UTILITY PERSONS, EQUIPMENT OPERATORS, LINEMEN, STOREKEEPERS, GROUNDSMEN, DRAFTSMEN, WASTE TREATMENT PLANT OPERATORS ...

Record: 6114

Employer HOLLAND, CITY OF  
Union/Assoc. SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 586  
Union code SEIU  
Effective date 04/01/1996  
Exp. date 04/01/1999  
Box 201  
Folder 33  
Jurisdiction CITY  
Occupation UTILITY PERSONS, MECHANICS, ELECTRICIANS, PLANT OPERATORS, STOREKEEPERS, METER READERS, LINEMEN, EQUIPMENT OPERATORS, DRAFTSMEN, LAB TECHNICIANS ...

Record: 7471

Employer HOLLY, VILLAGE OF  
Union/Assoc. FRATERNAL ORDER OF POLICE  
Union code FOP  
Effective date 03/01/1990  
Exp. date 02/28/1993  
Box 201  
Folder 34  
Jurisdiction VILLAGE - PUBLIC SAFETY  
Occupation POLICE OFFICERS, DISPATCHERS

Record: 7472

Employer HOLLY, VILLAGE OF  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Effective date 07/01/1989

Record: 7472(cont)

Exp. date 06/30/1992  
Box 201  
Folder 35  
Jurisdiction VILLAGE  
Occupation MECHANICS, LABORERS, DEPUTY SEXTON, WATER DEPARTMENT OPERATORS, STATION ATTENDANTS, CLERICAL EMPLOYEES ...

Record: 7473

Employer HOLT PUBLIC SCHOOLS  
Union/Assoc. HOLT EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/1991  
Exp. date 06/30/1994  
Box 201  
Folder 36  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation SECRETARIES, CLERKS, BOOKKEEPERS ...

Record: 7474

Employer HOLT PUBLIC SCHOOLS  
Union/Assoc. INGHAM CLINTON EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/1991  
Exp. date 06/30/1994  
Box 201  
Folder 37  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, SCHOOL NURSES ...

Record: 7475

Employer HOLT PUBLIC SCHOOLS  
Union/Assoc. INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 580  
Union code IBT  
Union code TEAMSTERS  
Effective date 08/08/1990  
Exp. date 06/30/1993  
Box 201  
Folder 38  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation BUS DRIVERS

Record: 7476

Employer HOLT PUBLIC SCHOOLS  
Union/Assoc. INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 580  
Union code TEAMSTERS  
Union code IBT  
Effective date 07/01/1989  
Exp. date 06/30/1992  
Box 201  
Folder 39  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIANS, MECHANICS, LAUNDRY PERSONS, FOOD DELIVERY PERSONS ...

Record: 7477

Employer HOMER COMMUNITY SCHOOLS  
Union/Assoc. HOMER EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/1989  
Exp. date 06/30/1992  
Box 201  
Folder 40  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS ...

**Record: 7478**

Employer HOMER COMMUNITY SCHOOLS  
Union/Assoc. HOMER EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION  
Union code MESPA  
Union code MEA-NEA  
Effective date 07/01/1989  
Exp. date 06/30/1992  
Box 201  
Folder 41  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIAL, MAINTENANCE PERSONNEL

**Record: 7479**

Employer HOPKINS PUBLIC SCHOOLS  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2628  
Union code AFSCME  
Effective date 07/01/1996  
Exp. date 06/30/1999  
Box 201  
Folder 42  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIANS, MAINTENANCE EMPLOYEES, MECHANICS ...

**Record: 7480**

Employer HOPKINS PUBLIC SCHOOLS  
Union/Assoc. HOPKINS EDUCATION ASSOCIATION  
Effective date 08/16/1993  
Exp. date 08/14/1997  
Box 201  
Folder 43  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, COUNSELORS, LIBRARIANS ...

**Record: 2934**

Employer HOUGHTON LAKE COMMUNITY SCHOOLS  
Union/Assoc. HOUGHTON LAKE EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/94  
Exp. date 06/30/98  
Box 201  
Folder 44  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation CLASSROOM TEACHERS, PSYCHOLOGISTS, SOCIAL WORKERS, GUIDANCE COUNSELORS, LIBRARIANS ...

**Record: 2935**

Employer HOUGHTON LAKE COMMUNITY SCHOOLS  
Union/Assoc. HOUGHTON LAKE EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/95  
Exp. date 06/30/99  
Box 201  
Folder 45  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIANS, COOKS, OFFICE CLERKS, AIDES

**Record: 7481**

Employer HOWELL PUBLIC SCHOOLS  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2652  
Union code AFSCME  
Effective date 07/01/1985  
Exp. date 06/30/1988  
Box 201  
Folder 46  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIANS, WAREHOUSEMEN, MAINTENANCE EMPLOYEES

**Record: 6193**

Employer HOWELL PUBLIC SCHOOLS  
Union/Assoc. AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2652  
Union code AFSCME  
Effective date 07/01/1996  
Exp. date 06/30/1999  
Box 201  
Folder 47  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation CUSTODIANS, WAREHOUSE PERSONS, MAINTENANCE EMPLOYEES

**Record: 7482**

Employer HOWELL PUBLIC SCHOOLS  
Union/Assoc. HOWELL ADMINISTRATIVE ASSOCIATION  
Effective date 07/01/1985  
Exp. date 06/30/1988  
Box 201  
Folder 48  
Jurisdiction SCHOOL DISTRICT - SCHOOL ADMINISTRATORS  
Occupation DIRECTORS, SUPERVISORS, PRINCIPALS, ASSISTANT PRINCIPALS, ATHLETIC DIRECTOR ...

**Record: 6195**

Employer HOWELL PUBLIC SCHOOLS  
Union/Assoc. HOWELL ADMINISTRATIVE ASSOCIATION  
Effective date 03/24/1997  
Exp. date 06/30/1999  
Box 201  
Folder 49  
Jurisdiction SCHOOL DISTRICT - SCHOOL ADMINISTRATORS  
Occupation BUILDING PRINCIPALS, ASSISTANT PRINCIPALS, ATHLETIC DIRECTOR, SUPERVISORS ...

**Record: 7483**

Employer HOWELL PUBLIC SCHOOLS  
Union/Assoc. HOWELL EDUCATION SUPPORT PERSONNEL ASSOCIATION  
Union code MESPA  
Union code MEA-NEA  
Effective date 07/01/1987  
Exp. date 06/30/1990  
Box 201  
Folder 50  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation COOKS, BAKERS, FOOD SERVICE ASSISTANTS, AIDES, TECHNICIAN MENTORS, HALL MONITORS, SECRETARIES, PRINT SHOP TECHNICIANS, LPN'S ...

**Record: 6197**

Employer HOWELL PUBLIC SCHOOLS  
Union/Assoc. HOWELL EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/1997  
Exp. date 06/30/1999  
Box 201  
Folder 51  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation SECRETARIES, SWITCHBOARD OPERATORS, CLERKS, PRINT SHOP TECHNICIANS, AIDES PARAPROFESSIONALS, TECHNICIAN MENTORS, HALL MONITORS, FOOD SERVICE PERSONNEL, JOB PLACEMENT COORDINATORS, COMPUTER NETWORK TECHNICIANS ...

**Record: 7484**

Employer HOWELL PUBLIC SCHOOLS  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Effective date 07/01/1983  
Exp. date 06/30/1989  
Box 201  
Folder 52  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF

Record: 7484(cont)

Occupation BUS DRIVERS

Record: 6199

Employer HOWELL PUBLIC SCHOOLS  
Union/Assoc. TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214  
Union code TEAMSTERS  
Union code IBT  
Effective date 10/28/1996  
Exp. date 06/30/1999  
Box 201  
Folder 53  
Jurisdiction SCHOOL DISTRICT - SUPPORT STAFF  
Occupation BUS DRIVERS

Record: 7485

Employer HOWELL PUBLIC SCHOOLS  
Union/Assoc. WASHTENAW-LIVINGSTON EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 00/00/1987  
Exp. date 06/30/1990  
Box 201  
Folder 54  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, LIBRARIANS, COUNSELORS ...

Record: 6201

Employer HOWELL PUBLIC SCHOOLS  
Union/Assoc. WASHTENAW LIVINGSTON EDUCATION ASSOCIATION  
Union code MEA-NEA  
Effective date 10/14/1996  
Exp. date 06/30/1999  
Box 201  
Folder 55  
Jurisdiction SCHOOL DISTRICT - TEACHERS  
Occupation TEACHERS, LIBRARIANS, COUNSELORS ...

Record: 7486

Employer HUDSON, CITY OF  
Union/Assoc. FRATERNAL ORDER OF POLICE  
Union code FOP  
Effective date 07/01/1986  
Exp. date 06/30/1989  
Box 201  
Folder 56  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation POLICE OFFICERS, CLERK DISPATCHERS

Record: 7487

Employer HUDSONVILLE, CITY OF  
Union/Assoc. FRATERNAL ORDER OF POLICE  
Union code FOP  
Effective date 07/01/1991  
Exp. date 06/30/1993  
Box 201  
Folder 57  
Jurisdiction CITY - PUBLIC SAFETY  
Occupation POLICE OFFICERS

Record: 7488

Employer HUDSONVILLE, CITY OF  
Union/Assoc. SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 586  
Union code SEIU  
Effective date 07/01/1992  
Exp. date 06/30/1994

Record: 7488(cont)

Box 201  
Folder 58  
Jurisdiction CITY  
Occupation POLICE CLERKS, ACCOUNT CLERKS, ASSISTANT LIBRARIANS, PUBLIC WORKS EQUIPMENT OPERATORS, PUBLIC WORKS MAINTENANCE WORKERS, CLERK TYPISTS ...

**Record: 2948**

Employer HURON INTERMEDIATE SCHOOL DISTRICT  
Union/Assoc. HURON INTERMEDIATE SUPPORT STAFF  
Union code MESPA  
Union code MEA-NEA  
Effective date 07/01/96  
Exp. date 06/30/99  
Box 201  
Folder 59  
Jurisdiction INTERMEDIATE SCHOOL DISTRICT - SUPPORT STAFF  
Occupation PARAPROFESSIONALS, SECRETARIES, PRINTERS, CUSTODIANS ...

**Record: 2949**

Employer HURON INTERMEDIATE SCHOOL DISTRICT  
Union/Assoc. TRI-COUNTY BARGAINING ASSOCIATION  
Union code MEA-NEA  
Effective date 07/01/94  
Exp. date 06/30/97  
Box 201  
Folder 60  
Jurisdiction INTERMEDIATE SCHOOL DISTRICT - TEACHERS  
Occupation TEACHER CONSULTANTS, OCCUPATIONAL THERAPISTS, NURSES, SCHOOL PSYCHOLOGISTS, SCHOOL SOCIAL WORKERS, SPEECH PATHOLOGISTS, TEACHERS ...