

6/30/92

MASTER AGREEMENT

BETWEEN

BOARD OF EDUCATION of BRANDYWINE PUBLIC SCHOOLS

AND

LOCAL 586, SERVICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO

1989-1992

LABOR AND INDUSTRIAL
RELATIONS COLLECTION
Michigan State University

Brandywine Public Schools

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A G R E E M E N T

THIS AGREEMENT entered into this ____ day of _____, 1989,
by and between the BRANDYWINE PUBLIC SCHOOLS, BERRIEN AND CASS COUNTIES,
MICHIGAN, hereinafter referred to as the Employer, and LOCAL 586, SERVICE
EMPLOYEES INTERNATIONAL UNION, AFL-CIO, hereinafter referred to as the
Union,

W I T N E S S E T H:

ARTICLE I - PURPOSE AND INTENT

The general purpose of this Agreement is to set forth the wages, hours, and working conditions which shall prevail for the duration of this Agreement and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees, the Union, and the public. Recognizing that the well-being of the students is paramount and, among other things, is dependent upon the diligent performance of the required work of the employees who come within the jurisdiction of this Agreement, The Employer and the Union, for and in consideration of the mutual provisions, stipulations, and conditions hereinafter specified, agree to abide by the terms and provisions set forth herein for the duration of this Agreement.

ARTICLE II - RECOGNITION

Section 1: RECOGNITION OF UNION. The Employer recognizes the Union as the sole and exclusive collective bargaining agency for all of its regular full-time and regular part-time maintenance employees, cooks, assistant cooks, kitchen employees, bus drivers, special education drivers, and courier, excluding management personnel and all other employees.

ARTICLE III - MANAGEMENT RIGHTS

Section 1: The District retains all rights, powers and authority vested in it by the laws and constitution of Michigan and the United States. The Board reserves unto itself all rights, powers and privileges inherent in it or conferred upon it from any source whatsoever, provided, however, that all of the foregoing being manifestly recognized and intended to convey complete power in the Board shall nonetheless be limited but only as specifically limited by express provisions of this Agreement and under Act 379 of the Michigan Public Acts of 1965. Rights reserved exclusively herein by the District which shall be exercised exclusively by the District without prior negotiations with the Union either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement shall include by way of illustration and not by way of limitation, the right to:

- (a) Manage and control the school's business, the equipment, the operations and to direct the working forces and affairs of the Employer.
- (b) Continue its rights and past practice of assignment and direction of work and starting times and scheduling of all the foregoing, and the right to establish, modify or change any work or business hours or days, but not in conflict with the specific provisions of this Agreement.
- (c) The right to direct the working forces, including the right to hire, promote, suspend and discharge employees, transfer employees, assign work to employees, determine the size of the work force and to lay off employees, but not in conflict with the specific provisions of this Agreement.
- (d) Determine the services, supplies and equipment necessary to continue its operations and to determine the methods, schedules and standards of operation, the means, methods, and processes of carrying on the work including automation thereof or changes therein, the institution of new and/or improved methods or changes therein.
- (e) Adopt reasonable rules and regulations.
- (f) Determine the qualifications of employees, including physical conditions.
- (g) Determine the location or relocation of its facilities, including the establishment or relocations of new schools, buildings, departments, divisions or subdivisions thereof and the relocation or closing of offices, departments, divisions or subdivisions, buildings or other facilities.
- (h) Determine the placement of operations, production, services, maintenance or distribution of work, and the source of materials and supplies.

ARTICLE III - MANAGEMENT RIGHTS (Continued)

- (i) Determine the financial policies, including all accounting procedures and all matters pertaining to public relations.
- (j) Determine the size of the management organization, its functions, authority, amount of supervision and table of organization provided that the Employer shall not abridge any rights of employees specifically provided for in this Agreement.
- (k) Determine the policy affecting the selection of new employees, testing or training of employees providing such selection shall be based upon lawful criteria.

ARTICLE IV - UNION'S RIGHTS

Section 1: BULLETIN BOARDS. The Employer will maintain a bulletin board in each kitchen and in the bus garage upon which the Union may post notices regarding official Union business providing such notices contain nothing of a defamatory nature.

Section 2: USE OF SCHOOL SPACE. The local unit of SEIU and its members shall be permitted to use a classroom for meetings after regular school hours but not later than 10:00 p.m. provided request has been received at least forty-eight (48) hours prior to the start of such meeting. The Union will reimburse the District for any additional costs incurred as a result of the use of the District's facilities.

Section 3: MEETINGS DURING WORKING HOURS. If the president of the Union or his/her designee is required, by the Administration to attend a conference or meeting with the Administration or an Administrative representative, such Union representative shall suffer no loss of pay for that portion of such meeting as takes place during the Union representative's regularly scheduled working hours. If an employee attends a union meeting during working hours, the Employer will allow the employee to make up the time at the end of the shift.

Section 4: UNION SECURITY/AGENCY. All employees covered by this Agreement who, as of the date of execution thereof, are members of the Union, as a condition of continued employment, shall remain members thereof in good standing to the extent of tendering payment of the regular monthly Union dues uniformly required of all Union members. All present employees covered by this Agreement who, as of the date of execution thereof, were not members of the Union but who voluntarily thereafter join the Union, as a condition of continued employment, shall remain members thereof in good standing to the extent of tendering payment of the regular monthly Union dues uniformly required of all Union members. All new employees covered by this Agreement who are hired after the date of execution of this Agreement, as a condition of continued employment, shall become members of the Union immediately upon completion of their probationary period and shall maintain their membership in good standing therein to the extent of tendering payment of the initiation fee and regular monthly Union dues uniformly required of all Union members.

- (a) It is understood and agreed that employees referred to in the last sentence of the above paragraph, in lieu of becoming members of the Union as therein provided, may meet the requirements thereof by tendering payment to the Union each month of a fair and reasonable representation fee as established by the Union. The Union shall advise such employees of the amount of the representation fee.
- (b) The Union agrees to indemnify and save the Employer harmless against any and all claims, suits, and other forms of liability that may arise out of or by reason of action taken in reliance upon the individual payroll deduction authorization cards referred to in Section 5 of this Article or by reason of the Employer's compliance with the provisions of this Section.

ARTICLE IV - UNION RIGHTS (Continued)

Section 5: CHECK-OFF OF UNION DUES. For those employees who so request and who give the Employer signed payroll deduction authorizations therefor, the Employer will deduct from their first paycheck each month an amount equal to the monthly union dues or representation fees and promptly thereafter forward the sum so withheld to the appropriate representative of the Union.

Section 6: OTHER PAYROLL DEDUCTIONS. The Employer will deduct from the pay of each bargaining unit member from whom it receives appropriately signed authorizations to do so, and make appropriate remittances thereof, for annuities, credit union, savings bonds, charitable donations, or any other plans or programs approved by the Employer.

Section 7: NOTICES TO UNION. The Employer shall promptly notify the Union steward in writing of the names of employees who are laid off for lack of work, recalled to work after such layoffs or discharged for cause. For the purpose of the time limits specified in Section 2 of Article VI and Section 1(a) of Article VII the delivery of such written notice shall constitute knowledge of such action and the time limits shall date from such delivery.

ARTICLE V - EMPLOYEE'S RIGHTS

Section 1: EMPLOYEES' RIGHTS. Nothing contained herein shall be construed to affect any rights or obligations any bargaining unit employee may have under the Michigan General School Laws or any other State or Federal laws and regulations.

Section 2: ANTI-DISCRIMINATION. It is recognized and agreed by the Employer and the Union that neither shall illegally discriminate against any employee or applicant for employment because of race, color, creed, age, sex, handicap, marital status or political belief or affiliation and that neither shall discriminate against any employee because of his membership or non-membership in the Union.

Section 3: PHYSICAL ASSAULTS. If a bargaining unit employee is physically assaulted during working hours and on the Employer's premises, the incident shall be reported promptly to the Employer. In any case of physical assault upon a bargaining unit employee the Employer and the Union will render all reasonable assistance to the employee which may include legal counsel. The Employer will reimburse bargaining unit employees for loss of clothing or personal property (not covered by insurance) less depreciation or repair the same when caused through physical assault while on duty.

Section 4: COMPLAINTS AGAINST EMPLOYEES. In the event a complaint or charge is made by any person or group, not employed by the Employer, against any bargaining unit member, if such complaint or charge is to be made a part of the employee's personnel record it must be signed by the complainant, delivered to Administration and the employee shall be given full information with respect thereto and with respect to any investigation conducted by the Employer. If such complaint or charge is to precipitate discipline, the Employer will invite the complainant to meet directly with the employee and school officials. If the employee so chooses, he/she may attach his/her explanation or statement in reference to said complaint.

Section 5: REVIEW OF PERSONNEL FILE. A bargaining unit member shall be permitted to review the contents of his personnel file (excluding initial references) in the presence of his supervisor at reasonable times upon notifying the Employer of his desire to do so at least forty-eight (48) hours in advance. The employee may have a union representative present at such review. If, upon reviewing such file relative to any document contained therein, he shall be permitted to do so.

Section 6: The parties shall honor their mutual obligation to meet with each other's duly authorized representatives for the purpose of collective bargaining.

ARTICLE VI - GRIEVANCE PROCEDURE

Section 1: GRIEVANCE DEFINED. A grievance shall be defined as any dispute regarding the meaning, interpretation, or application of the terms and provisions of this Agreement.

Section 2: ORAL STAGE. Any employee who believes he has a complaint regarding the meaning, interpretation or application of this Agreement shall discuss the same with his immediate supervisor within five (5) regularly scheduled working days after the occurrence of the event upon which such complaint is based. If the employee has no knowledge of the occurrence of the event within said five (5) regularly scheduled working days, then he shall discuss such complaint with his immediate supervisor within five (5) regularly scheduled working days after conditions were such that he should have had knowledge of the occurrence thereof. The immediate supervisor shall give the employee an oral answer to such complaint within one (1) regularly scheduled working day after the aforementioned discussion. If the complaint is not satisfactorily resolved in this manner, it shall be considered a grievance and processed in accordance with the following provisions.

Section 3: FIRST STEP. To be processed herein, a grievance must be reduced to writing, state the facts upon which it is based, indicate when and where they occurred, state the section or sections of the Agreement which allegedly have been violated, and must be signed by the employee filing the grievance, or his union representative, and presented to the employee's immediate supervisor within eight (8) regularly scheduled working days after the oral stage answer. The supervisor shall give a written answer to the grievance within three (3) regularly scheduled working days after receipt thereof.

Section 4: SECOND STEP. If the grievance is not satisfactorily settled at the first step and the employee or the Union desires to appeal it to the second step, such employee and/or the Union must state in writing why the first step answer was not acceptable and must present the grievance to the Superintendent or his/her designee within three (3) regularly scheduled working days after the supervisor gave the employee the written first step answer. The Superintendent or his/her designee shall meet with all parties involved within five (5) regularly scheduled working days. The Superintendent shall give a written second step answer to the Union Steward within five (5) regularly scheduled working days after the meeting. If the answer is mutually satisfactory, the employee's steward shall so indicate on the grievance form and sign it with two (2) copies of the grievance thus settled retained by the Union and one (1) copy thereof delivered to the Employer.

Section 5: THIRD STEP. If, at this point, the grievance has not been satisfactorily settled, the Union shall have the right to submit the grievance to arbitration by the Michigan Employment Relations Commission, provided, such submission is made within twenty (20) calendar days after receipt by the Union of the Employer's second step answer. If the grievance has not been submitted to arbitration within twenty (20) calendar days, it shall be considered as being null and void. The arbitrator shall have no authority to add to, subtract from, change, or modify any of the provisions of this Agreement but shall be limited to the interpretation and application of the specific provisions contained herein. However, nothing herein contained shall be construed to limit the authority of the arbitrator, in his own judgment, to sustain, reverse, or modify

ARTICLE VI - GRIEVANCE PROCEDURE (Continued)

any alleged unjust discipline or discharge that may reach this step of the grievance procedure if he is of the opinion that justice will be best served by so doing. The arbitrator shall conduct his/her affairs and all proceedings in accordance with the rules as set forth by the American Arbitration Association. The decision of the arbitrator shall be final and binding upon the parties hereto. The expenses and fees of the arbitrator shall be shared equally by the Employer and Union.

- (a) It is understood and agreed that the arbitration procedure hereinabove set forth shall be the exclusive and only method available to the union or the employees for the adjudication of any issues that may arise between the parties relative to the meaning, interpretation, and application of this Agreement.

Section 6: TIME LIMITS. Grievances which are not appealed within the time limits specified therefore shall be considered as withdrawn from the grievance procedure by the Union. If the Employer fails or neglects to answer a grievance within the time limits specified therefore, the grievance shall automatically be referred to the next higher step in the grievance procedure except that nothing herein contained shall be construed so as to automatically refer a grievance to the arbitration level.

- (a) It is understood and agreed that the time limits specified in the grievance procedure may be extended by written agreement of the Union and the Employer.

Section 7: "REGULARLY SCHEDULED WORKING DAYS". Wherever used in this Agreement, the words "regularly scheduled working days" shall mean those days which are scheduled for work between Monday and Friday, both inclusive, excluding holidays that may occur during such period.

Section 8. The Employer shall recognize four (4) stewards who shall be designated by the Union. Normally, said designated stewards shall not suffer a loss in pay or benefits owing to reasonable time spent while processing grievances at the first or second level of the grievance procedure.

Section 9: Evaluations and/or evaluation procedures are not subject to the grievance procedures. Evaluations shall not be considered discipline nor shall they be used for disciplinary purposes of and by themselves. Evaluations may be used in support of disciplinary action and disciplinary observations may be made not as evaluations but as direct disciplinary action.

In signing an evaluation, the employee is merely acknowledging receipt and not necessarily concurrence with the evaluation. If the employee objects to an evaluation he may state his objections in writing and attach them to the evaluation to be placed in his file.

ARTICLE VII - DISCHARGE CASES

Section 1: No seniored employee shall be disciplined (including warnings, reprimands, suspensions, demotions, or other actions of a disciplinary nature) without just cause. Any such discipline of seniored employees, except oral reprimands, shall be subject to the grievance procedure as provided in Article VI. No documentation of oral reprimands will be placed in the employee's permanent personnel file. The specific grounds forming the basis for disciplinary action, excluding verbal warnings, will be made available to the employee and the Union in writing.

- (a) In the event an employee under the jurisdiction of this Agreement shall be discharged from his employment from and after the date hereof and believes he has been unjustly discharged, such discharge shall constitute a case arising under the grievance procedure, provided a written grievance with regard thereto is presented to the Administrative Assistant to the Superintendent or his designated representative within five (5) regularly scheduled working days after such discharge. Such grievance shall be processed starting at the third step of the grievance procedure.
- (b) In the event it should be decided under the grievance procedure that the employee was unjustly discharged, the Employer shall reinstate such employee and pay full compensation, partial, or no compensation as may be decided under the grievance procedure, which compensation, if any, shall be at the employee's regular rate of pay computed on the basis of the daily or weekly hours he/she normally worked prior to such discharge, less such compensation as he may have earned at other employment and/or received from any governmental agency due to his unemployment during such period.

Section 2: REPRESENTATION AT DISCIPLINE MEETINGS. It is understood and agreed that when an employee is called to a meeting by the Employer for the purpose of disciplining such employee, the employee may be accompanied by his steward, if he so desires.

ARTICLE VIII - STRIKES AND LOCKOUTS

Section 1: The Union agrees that during the life of this Agreement neither the Union, its agents, nor its members will authorize, instigate, aid, condone, or engage in a work stoppage, slowdown, or strike. The Employer agrees that during the same period there will be no lockouts.

Section 2: Individual employees, groups of employees, or steward who, during the life of this Agreement, instigate, aid, or engage in a work stoppage, slowdown, or strike may be disciplined or discharged in the sole discretion of the Employer. However, it is understood and agreed that the question as to whether an employee's conduct is such as is proscribed by this section may be processed through the grievance procedure starting at the third step thereof provided a written grievance is presented to the Administrative Assistant to the Superintendent within five (5) regularly scheduled working days after the date upon which the employee was disciplined or discharged.

ARTICLE IX - SENIORITY

Section 1: DEFINITION. Seniority shall be defined as an employee's length of continuous service with the Employer which shall date from his most recent date of hire in the Maintenance Department, Food Service Department, or as a bus driver or special education driver classification. "Most recent date of hire" shall be that date the employee begins his first work assignment in such classification(s) since which he has not quit nor been discharged. Absence from work due to illness, accident, leaves of absence or layoff shall not constitute a break in continuous service except as hereinafter provided.

Section 2: PROBATIONARY PERIOD. All new or rehired employees shall be probationary employees during the first sixty (60) working days of employment since their most recent date of hire. The sixty (60) working days' probationary period shall be extended by the additional number of days necessary to make up for days missed through the employee's absence and/or school vacation days. The purpose of the probationary period is to give the Employer an adequate opportunity to observe the performance of the new or rehired employee and thus determine whether such employee has the ability, work habits, and other attributes required to become a permanent employee.

- (a) During the probationary period, the employee shall have no seniority status and may be laid off or dismissed from employment in the sole discretion of the Employer and without regard to his relative length of service.
- (b) Upon satisfactorily completing his probationary period, the employee's name shall be added to the seniority list as of his most recent date of hire. For the purpose of this section, "date of hire" shall be deemed to mean the date the employee first reported for work in a maintenance, food service, bus driver or special education driver classification pursuant to instructions from the Employer. It is understood and agreed that the seniority list in effect on June 30, 1989, shall apply to all then current seniority employees and that the procedures herein set forth shall govern the additions to such list of employees completing their respective probationary periods on or after July 1, 1989.
- (c) Employees who are hired may, in the discretion of the Employer, be credited with all or any portion of their prior service time with the Employer for pay purposes; however, their seniority date shall be the date of their most recent hire.
- (d) If a casual or substitute employee becomes a full-time employee and has worked for forty (40) continuous days in the classification to which they are hired, the time worked shall count towards their probationary period.

Section 3: SENIORITY LISTS. The Employer shall maintain seniority lists by classification, department, and unit wide seniority. Separate lists shall be kept for regular bus drivers and special education drivers. Said seniority lists shall be prepared semi-annually, a copy of which shall be delivered to the

ARTICLE IX - SENIORITY (Continued)

president of the local SEIU unit in a timely manner. Any objection to the dates shown on either of the seniority lists must be registered with the Employer within thirty (30) calendar days subsequent to such list being prepared. From time to time the president of the local unit of SEIU may review upon request, the seniority list retained in the business office.

- (a) When the seniority list is initially prepared or thereafter revised, if two (2) or more employees have the same most recent date of hire, their names shall appear on the seniority list alphabetically by the first letter or letters of their surnames. If two or more such employees have the same surname, the same procedure shall be followed with respect to their given names.

Section 4: **TERMINATION OF SENIORITY.** An employee's seniority shall terminate:

- (a) If he quits, retires, or is discharged for just cause.
- (b) If, when notified by certified mail prior to the start of the school year, a school-year employee fails or refuses to advise the Employer of his intent to return to work or not to return to work after the summer break within ten (10) calendar days after mailing of such notice.
- (c) When following a layoff for lack of work (other than the case referred to in subsection (b) above) he fails or refuses to notify the Employer within forty-eight (48) hours after receipt of the recall notice of his intent to return to work and unless he actually returns to work within five (5) regularly scheduled working days after receipt of such recall notice.
- (d) If he/she is laid off for lack of work for a period in excess of two (2) years.

Section 5: **SENIORITY APPLIES TO DRIVING BUSES ONLY.** It is understood and agreed that seniority provisions of this Agreement apply to the driving of school buses. Seniority provisions shall not apply to the driving of station wagons, passenger vans or comparable vehicles; however, if a vehicle other than a bus is assigned a normal daily route, the driver shall be a bargaining unit member. If a teacher or coach transports students to an event, no more than one (1) van may be scheduled at any one time and the number of passengers shall be limited to those students scheduled to participate in the event, provided that such number does not exceed the van's rated capacity or fourteen (14) students, whichever is lower.

ARTICLE X - LAYOFF AND RECALL

Section 1: LAYOFF AND RECALL.

- (a) A layoff shall be defined as a reduction in the workforce.
- (b) When it becomes necessary to layoff employees within a classification, probationary employees shall be the first laid off, provided, there are employees with seniority who are available and have the present ability to satisfactorily perform the work without training. If a further reduction within a classification is necessary, the employee with least seniority within that classification shall be laid off next, provided, always, the remaining employees are available and have the then present ability to satisfactorily perform the work without training.

The employee with the least amount of seniority within a classification who is laid off shall then have the opportunity to exercise his/her seniority within their department to bump, provided, the employee has the ability to perform that particular job. Employees shall not have the right to exercise his/her seniority between departments (no cross bumping).

For purposes of this Article, department shall be defined as:

Maintenance
Food Service
Bus Drivers
Special Ed Drivers

Section 2: At his/her option, a laid off employee, upon his/her written application shall be granted priority status on the substitute list for that classification from which said employee has been laid off. By submitting such an application, said employee certifies his/her continuing availability for substitute positions. If not so available, the employee's name may be removed from the list.

Section 3: Laid off employees shall be recalled in reverse order of layoff to those positions for which they are qualified. Qualified shall be defined by the Employer.

Section 4: Notices of recall shall be sent by certified or registered mail to the last known address as shown on the Employer's records. The recall notice shall state the time and date on which the employee is to report back to work. It shall be the employee's responsibility to keep the Employer notified as to his/her current mailing address. A recalled employee shall be given at least five (5) calendar days from receipt of notice, excluding Saturdays and Sundays, to report to work. An employee who declines recall to perform work for which he/she is qualified, or fails to report within the time period provided herein shall be deemed to have resigned and shall forfeit his/her seniority rights.

Section 1:

- (a) A vacancy shall be defined as a newly-created position which the Employer intends to fill or a present position that is not filled and which the Employer intends to fill on a permanent basis.
- (b) Notice of all vacancies and newly-created positions in the bargaining unit shall be posted in a conspicuous place in each building of the district in which bargaining unit members are employed within five (5) days. During the school year vacancies shall be posted for a period of six (6) work days. During the summer break, vacancies in the Maintenance Department shall be posted for a period of seven (7) work days and vacancies in the Food Service and Bus Driver Classifications shall be posted until August 1. In addition, copies of all vacancy postings during the summer break shall be sent to one person designated by the union to receive such notices in each department, and to all employees who have on file a written request to be notified of a vacancy in a given Department. Substitutes may be utilized, if necessary, during the posting period but have no prior claim to filling said vacancy. Said postings shall contain the following information:
 1. Possible starting date
 2. Expected hours to be worked
 3. Classification

Interested employees may apply in writing to the Superintendent or his/her designee, within the posting period as herein provided.

- (c) All bargaining unit vacancies shall be filled within five (5) days after the posting period has expired, provided, however, that if the vacancy is not filled by a bargaining unit member, then the Employer shall have up to ten (10) work days after the termination of the posting period to fill the position with a new hire, unless qualified applicants are reasonably unavailable.

Section 2: FILLING VACANCIES. Vacancies shall be filled on the basis of ability as determined by Board and unit-wide seniority. The position shall be awarded to the most senior employee who has the qualifications and skills necessary to perform the duties of the vacant position provided, however, that the most senior employee in the classification in which the vacancy exists who has the requisite skills and qualifications shall be given preference.

If the vacancy is not filled by bidding, the Employer shall have the right to employ a new hire.

Section 3: TRIAL PERIOD. The successful applicant shall be granted a trial period of thirty (30) work days, provided that an employee who demonstrates a clear lack of ability to learn the job, or where safety and health are involved, may be removed sooner.

ARTICLE XI - FILLING VACANCIES (continued)

If the employee fails to perform satisfactorily in the new classification or position during the trial period or provides written notice to the Employer of a desire to return to his former position, he shall be returned to his former position and rate of pay without any loss of seniority.

The employee shall be entitled to receive during the trial period the rate of pay designated for the new classification or position, provided that if such rate of pay for the new classification or position is greater than the rate of pay for the former classification or position, payment for the difference in pay shall be suspended until the employee shall have satisfactorily completed the trial period. Upon such completion, he shall be entitled to receive the suspended portion of his compensation.

Section 4: Employees in either bus driver or special education driver classifications may bid for vacancies in either classification, but the Employer reserves the right to select employees for transporting special education students on the basis of qualifications as determined by the Administration. Said selections may not be made on the basis of prejudicial considerations.

There will be no cross bumping between the two driver classifications in regard to layoff, recall, assignment of routes, summer runs, and/or special runs ("extra trips," athletic events, field trips, etc.). The determining factor in making assignment will be whether or not the transportation to be provided is primarily a function for special education students.

Except for the aforementioned provisions, all other provisions of the current agreement shall apply to the employees transporting special education students.

ARTICLE XII - LEAVES OF ABSENCE

Section 1: The Employer may grant a leave of absence of not to exceed thirty (30) calendar days for personal reasons without pay and without loss of seniority to an employee who has completed his/her probationary period provided, in the judgment of the Employer, such employee can be spared from his/her work. Such leave may be extended only upon joint agreement between the Union and the Employer. Upon the conclusion of such leave of absence, such employee shall be entitled to return to work immediately to the job assignment he/she occupied at the start of such leave provided he/she is then still qualified and has the then present ability to satisfactorily perform the required work. If at such time such employee does not possess the then present ability to perform the required work thereon, then the employee who has been on such leave of absence shall be required to await an opening to which his/her seniority will entitle him/her and for which he/she has the then present ability to satisfactorily perform.

- (a) Leaves of absence for the purpose of seeking or taking employment or fulfilling work assignments, with any other employer or to enter into business for one's self will not be granted and any employee who, while on a leave of absence under any of the provisions of this Article, engages in such activity shall be dismissed from their employment.
- (b) All leaves of absence referred to in this Article for in excess of five (5) regularly scheduled working days must be applied for in writing by the affected employee. If such leaves are granted, the Union shall promptly be advised thereof in writing.

Section 2: An employee who because of his/her own illness, accident, or pregnancy is physically or emotionally unable to report for work or who because of such disability is unable to regularly and/or safely perform the requirements of a job classification, upon request shall be given a leave of absence without pay and without loss of seniority for a period of not to exceed one (1) year provided he/she promptly notifies the Employer of the necessity therefore and provided further that he/she supplies the Employer with a certificate from a medical doctor of the necessity for such absence and for the continuation of such absence when the same is requested by the Employer. In the event the employee demonstrates that because of such disability he/she is unable to regularly and/or safely perform the job requirements of a job classification he/she shall be given such leave of absence as of the date his/her inability to do so has been demonstrated to the Employer. The Union will be notified of any such leaves of absence. It is understood and agreed that the Employer may require certification from the employee's medical doctor certifying to the employee's physical and emotional fitness to return to work following such leave of absence prior to permitting the employee to so return. Such leave may be extended at the discretion of the Superintendent provided a written request for the extension is received by the Superintendent at least thirty (30) days prior to the expiration of the initial leave.

A regular full-time or regular part-time employee returning from a leave as provided herein shall be returned to the job assignment he/she occupied at the start of such leave provided the job assignment still exists, the returning employee is still then qualified and the returning employee has the then present

ARTICLE XII - LEAVES OF ABSENCE (Continued)

ability to satisfactorily perform the required work. If at such time that the employee returns and said job assignment no longer exists, he/she shall have the right to assume a position to which his/her seniority and classification entitles him/her to regardless of whether the displaced employee is full or part-time. The employee thus displaced shall then have the same rights as provided herein. If the employee returning from leave does not possess the then present ability to perform the required work, then the employee who has been on such leave shall be required to await an opening to which his/her seniority will entitle him/her and for which he/she has the then present ability to satisfactorily perform.

Section 3: FUNERAL LEAVE. Employees who at the time have completed their probationary period shall receive pay for not to exceed three (3) days due to a death in their immediate family. The pay for such days shall be the employee's regular hourly rate of pay multiplied by the employee's regularly scheduled working hours per day. Such payment shall not apply for any day upon which the employee for any other reason would not have worked. Immediate family shall be defined as the employee's current spouse, child, parent, grandchildren, grandparent, brother, sister, father-in-law or mother-in-law, step-parents and step-children, or any other member of the family who lives in the home of the employee. The three (3) days above referred to shall be taken contiguous with or inclusive of the funeral and to be eligible for such pay the employee must attend same.

Section 4: JURY DUTY. An employee who has passed his/her probationary period and who is summoned and reports for jury duty, as prescribed by applicable law, for each day on which he/she reports for or performs jury duty and on which he/she otherwise would have been scheduled to work for the Employer, shall be paid the difference between what he/she receives from the court as daily jury duty fees and what he/she would have earned from the Employer on that day on the basis of the straight time hours such employee would have been assigned to work by the Employer.

- (a) In order to receive the payment above referred to, an employee must give the Employer prior notice that he/she has been summoned for jury duty, must furnish satisfactory evidence that he/she performed such duty and the amount of money received for the performance thereof, and each day promptly return to work when released from jury duty unless he/she is not released in time to permit him/her to return to work two (2) or more hours before the end of his/her normal work hours on such day.

ARTICLE XIII - WAGES AND HOURS

Section 1: **JOB CLASSIFICATIONS AND RATES OF PAY.** The job classifications, departments, and the applicable rates of pay set forth in Appendix A appended hereto shall remain in effect for the duration of this Agreement.

Section 2: **MAINTENANCE SERVICE HOURS.** The normal workday for maintenance service employees will be eight (8) hours excluding an unpaid one-half hour lunch period. The normal weekly hours of work for maintenance service employees will be forty (40) hours, Monday through Friday, both inclusive.

- (a) If a maintenance service employee is required to work during this normally scheduled lunch period, he will be permitted to take such lunch period or remainder thereof as soon thereafter as such emergency assignment ends but not later than one (1) hour after the end of his normally scheduled lunch period.
- (b) Maintenance service employees shall be entitled to a fifteen (15) minute break period at or near the midpoint of each half of their shift, provided that the break must be taken at the location of their then present work.

Section 3: **FOOD SERVICE HOURS.** It is understood and agreed that the normal hours of work for food service employees will vary as the need therefore is determined by the Employer. The Employer shall have the right to alter the number of employees and hours worked in any food service unit when, in its judgment, the need for such alteration requires so doing.

- (a) The starting time for food service employees within the unit shall be determined by the Food Service Coordinator. No food service unit employee will be permitted to work more hours per day than those for which they are scheduled without specific permission from the Food Service Coordinator.
- (b) Food service employees, on those days when they are scheduled to work five (5) or more hours, shall be entitled to an unpaid thirty (30) minute lunch break period which must be taken at a time when it will not interfere with the preparation for or serving of foods to students. Food service employees scheduled to work less than five (5) hours shall not be entitled to a lunch break.
- (c) During the normal period of work, food service employees who are scheduled to work more than three (3) hours may take up to fifteen (15) minutes of break time provided that such break time is not taken at a time which interferes with the performance of their work.

Section 4: **BUS DRIVER HOURS.**

- (a) **NORMAL WORK YEAR.** The normal work year for regular bus drivers shall be according to the scheduled student attendance days according to the school calendar as established by the Board of Education. On days when school is closed due to an Act of God and which are not able to be counted as days of pupil instruction for purposes of state aid, regular bus drivers need not report and will receive no pay.

ARTICLE XIII - WAGES AND HOURS (Continued)

- (b) The compensation for days on which school is closed due to an Act of God and are able to be counted as days of instruction for purposes of state aid shall be computed by multiplying the employee's regular hourly rate by the employee's regularly scheduled working hours per day.

Section 5: KITCHEN WORK - OUTSIDE GROUPS. Normally whenever an outside group has reserved for intended use kitchen equipment or utensils, a food service employee shall be retained and required to assist said group. Said employee shall be responsible for the correct use of kitchen facilities.

Employees retained for such duty shall be compensated at an hourly rate equal to fifty cents (\$0.50) above the normal hourly rate for head cook. Normally such duty offered first to the head cook regularly assigned to the kitchen which has been scheduled for use by an outside group. If said head cook is unable to accept such offer for work or fails to unambiguously respond to such an offer in a timely manner, the Employer may offer such work to other qualified kitchen employees according to seniority within each building.

Section 6: SUBSTITUTES IN THE BARGAINING UNIT. Whenever an employee is assigned temporarily to fill a vacancy in a position which normally yields a higher rate of pay, the employee shall receive such higher rate of pay for the number of hours worked in such temporary vacancy, with no loss of benefits.

Whenever an employee assigned temporarily to fill a vacancy in a position which normally yields a lower rate of pay, the employee shall receive his/her regular rate of pay for the number of hours worked in such temporary vacancy with no loss of benefits.

Section 7: OVERTIME. When overtime, other than weekend security check assignments, is to be worked, the Employer will endeavor to give the employees involved reasonable advance notice, if possible. If the Employer notifies an employee at or before the end of his regular shift on the preceding regularly scheduled working day before the overtime is to be worked, the Employer shall have the right to require such employee to work a reasonable amount of overtime. If the employer does not give the employee the advance notice above referred to, then the overtime work shall be voluntary unless the employee indicates he will work such overtime, in which event he shall be required to do so as if he had received timely advance notice. In the event the need for overtime arises in such a manner that it is impossible to give the above mentioned advance notice, then, if there are no volunteers or an insufficient number of volunteers to perform the required work, the Employer shall have the right to assign the employee or employees with the least seniority who have the ability to satisfactorily perform the work, which employee shall be required to work such overtime.

- (a) Overtime work shall be as scheduled by the Employer, and, except in the case of an emergency, must be authorized by the Employer in advance. Overtime shall be assigned on a rotating basis within the Maintenance Department in accordance with the following guidelines, namely: At the beginning of each calendar year two (2) rosters of employees who wish to be considered for overtime work shall be developed in the maintenance and custodial classifications respectively. Each roster shall list employees in order of seniority with the most senior employee on the top of the list. To the extent reasonable possible the Employer will endeavor to equalize overtime work among employees on each roster.

ARTICLE XIII - WAGES AND HOURS (Continued)

Section 8: WEEKEND SECURITY CHECK ASSIGNMENTS. Weekend security check assignments will be made in the following manner. Employees who have the then present ability, work habits, and other attributes which qualify them for such assignments, upon the signing of this Agreement, shall have the opportunity by submitting their names in writing to the Maintenance Supervisor within five (5) regularly scheduled working days after the contract is ratified. The weekend security check assignments will be rotated among those employees who thus become designated as available for such assignments. Thereafter, during the first work week of January and the first work week of July, maintenance department employees shall be given an opportunity to apply for inclusion upon or removal from the aforementioned list. In the event no one signs up or volunteers for weekend duty, the Administration shall have the right to assign up to three (3) maintenance department personnel. In addition, a custodian with proven abilities may be designated to cover emergency situations on weekends for a period of six (6) months. Assigned employees will perform weekend duties on a rotating basis.

- (a) Weekend security check assignments shall be in units of entire weekends; that is, each assignment extends to a contiguous Saturday and Sunday.

Section 9: TIME AND ONE-HALF PAY. Time and one-half the employee's regular hourly rate of pay shall be paid for all work performed in excess of eight (8) hours of work per day or forty (40) hours of work per week (excluding weekend security check assignments), whichever results in the greater amount of pay for that week.

Section 10: INCLEMENT WEATHER. All bargaining unit employees other than Food Service employees and Bus Drivers shall be scheduled to work irrespective of weather conditions.

Food Service employees and Bus Drivers will not have to report to work and will receive their normal rate of pay for days on which schools are closed due to an Act of God and which are able to be counted as days of pupil instruction for purposes of state aid. Days on which schools are closed due to an Act of God and which are not able to be counted as days of pupil instruction for purposes of state aid, Food Service employees and Bus Drivers need not report to work and will receive no pay. If Food Service employees or Bus Drivers accept an invitation from their supervisor to work on a non-paid Act of God day, they will receive their normal daily rate.

Section 11: MILEAGE RATE. The Employer shall pay mileage at the rate of twenty-two cents (22¢) per mile to employees who are required to use their own vehicle, because no school vehicle is available, in the performance of work on behalf of the Employer. Request for payment of mileage, when applicable, must be made on forms provided by the Employer during the pay period in which use occurred.

Section 12: DRIVING BY MAINTENANCE EMPLOYEES. Maintenance employees may be required to drive school buses in the event of an emergency. To provide for such an event, a minimum of three (3) maintenance employees shall maintain certification as school bus drivers. To get said three (3) maintenance employees, the Employer shall first ask for volunteers. Insufficient volunteers being acquired, the Employer may assign that number of least senior maintenance employees to acquire said certification. If said least senior maintenance employees cannot, for bonafide reasons, acquire said certification, the next senior employee(s) may be required to acquire said certification.

Section 13: BUS DRIVER PROVISIONS.

(a) ASSIGNMENT OF ROUTES. The Employer shall determine which buses will normally be assigned to which routes. Two (2) weeks prior to the start of each school year, the Employer will present to the Union a list of the routes to be covered, indicating thereon the bus which the Employer anticipates will normally be assigned to each run. At that time the employees shall be entitled to exercise their seniority for preference of routes to which they wish to be assigned. Kingergarten and noon runs shall be bid on separately; however, no employee shall have an aggregate assignment of greater than eight (8) hours. Thereafter, during the school year, when a permanent vacancy occurs on any route, employees may exercise their seniority in bidding for such vacancy. Such vacancy shall be assigned to the bidding employee with the most seniority who is qualified and has the then present ability and physical fitness to satisfactorily perform the work without training. It is expressly understood that the Employer reserves the right to disqualify a bidding employee or switch assignments of drivers at any time when, in the Employer's judgment, the safety and/or welfare of the school children requires such action. If the employee believes that such disqualification or switching of assignment was for capricious or unfounded reasons, the grievance procedure may be invoked.

(1) REASSIGNMENT OF BUSES. It is understood that the Employer reserves the right to reassign buses to other routes as, if and when, in the judgement of the Employer, the equipment and/or service of students would be better served by so doing.

(2) TEMPORARY TRANSFERS. It is also understood and agreed that the Employer shall have the right to temporarily transfer drivers from one route to another when, because of absenteeism or any other reason, it is necessary to readjust assignments to properly provide transportation for the school children. It is understood and agreed that if an employee is temporarily transferred for the convenience of the Employer under the provisions of this subsection to a route that involves less hours of work than the route from which he was transferred, such employee shall suffer no reduction in pay by reason of such temporary transfer.

ARTICLE XIII - WAGES AND HOURS

(3) **UNUSUAL DRIVING NEEDS.** Further, it is expressly understood and agreed that, in case of an emergency or whenever for a temporary period of time there are an insufficient number of qualified drivers readily available to properly handle all driving assignments, the Employer may cover such assignments with non-bargaining unit employees, supervisors or any other means available.

(b) **SUMMER DRIVING.** Bus driving assignments during the summer period shall be given to the drivers with the greatest amount of seniority, on a rotation basis, who are qualified and have the then present ability and physical fitness to satisfactorily perform the assignments without training.

(c) **SPECIAL RUNS.**

(1) In the event a driver is scheduled to make a special run which is cancelled within two (2) hours prior to the departure time, he shall receive one-half the pay for the run at his regular hourly rate. If a special run is cancelled after the time for the start of the run, the driver shall receive pay for the actual elapsed time of the run or two (2) hours at his regular hourly rate, whichever is greater. The opportunity for bus drivers to make special runs (field trips, sports events, etc.) shall be offered on a rotation basis to those employees who are qualified, who have the then present ability and physical fitness to satisfactorily perform the work required without training and who are available therefore without interfering with their regularly scheduled driving assignments. It is understood that, for the purpose of endeavoring to fairly allocate such available work only, the refusal to accept such assignment shall be considered as if the employee had accepted the same.

(2) Special runs shall be posted 48 hours in advance and assigned 24 hours in advance. Special runs scheduled to occur on a Monday shall be posted no later than noon on the preceding Friday. Emergency runs need not be posted as herein provided.

Section 14: **TWO HOUR MINIMUM.** Any maintenance or food service employee called into work outside normal working hours or reporting to work as scheduled and sent home for lack of work shall receive a minimum of two (2) hours pay.

ARTICLE XIV - SICK LEAVE ALLOWANCE

Section 1: As of July 1 of each year employees shall be credited with one (1) day of sick leave allowance for each month the employee is scheduled to work to be used for absences caused by illness or physical disability. Each sick day accumulated shall equal no more hours than that which the employee normally is assigned. Full-time employees shall have twelve (12) days a year and school year employees shall have ten (10) days a year. The unused portion of such allowance shall accumulate from year to year except there shall be no further accumulation for an employee who has accumulated one hundred twenty (120) days of such limited hour days.

Section 2: An eligible employee, subject to the provisions set forth this Article, shall be entitled to receive paid sick leave from (and to the extent of) the unused accumulated paid sick leave credits in the following situations:

- (a) When it is necessary for such employee to be absent from duty due to an illness, injury, or other disability which is non-compensable under the Michigan Workers' Compensation Act.
- (b) When it is necessary for such employee to be absent from work due to an illness or injury compensable under the Michigan Workers' Compensation Act. In such case, the paid sick leave credits will be applied in such a manner as to pay the difference between the Compensation received under the Act and the employee's regular rate of pay, to the extent that the unused paid sick leave days will permit.
- (c) Such employees will be permitted to take two (2) days of personal business leave each year, which days shall be deducted from their unused paid sick leave days. Personal business means an activity which requires the employee's presence during the work day and which is of such a nature that it cannot be attended to at other than during working hours. Except in unusual circumstances such personal time absence with pay will not be permitted following a holiday or vacation period. Specific exclusions from this leave policy shall be absences for personal pleasure, accompany spouse to attend a conference, vacations, job interviews, the performance of services for a paid fee. Advance approval from supervision will be required.
- (d) Employees may use up to four (4) days of sick leave per year for illness in the immediate family. Immediate family shall be defined as the employee's spouse, child, mother and father.

Section 3:

- (a) When an employee is away from the job because of illness or injury as provided herein for three (3) or more consecutive work days or exhibits a pattern of absenteeism, the Employer reserves the right to require the employee to obtain medical verification of illness or injury. The Employer also reserves the right to require an employee to obtain medical verification of the employee's fitness to do this/her work at the Employer's expense.

ARTICLE XIV - SICK LEAVE ALLOWANCE (Continued)

- (b) Employees who have submitted a medical verification of illness or injury shall be considered unable to report for work for all dates indicated on said verification.

Section 4: There shall be no compensation for unused sick leave when employees resign, retire, or when their services are terminated for any other reason. However, employees shall be paid one half (1/2) of their regular daily rate for each sick leave day not used in the year it was earned. Said payment shall be made within two (2) pay periods subsequent to the end of the Employer's fiscal year. Said payment shall not operate to reduce accumulated sick leave.

ARTICLE XV - VACATIONS

Section 1: Employees who are regularly assigned a forty (40) hour work week for a twelve (12) consecutive month period and who as of their anniversary date of employment have completed one (1) or more years of continuous employment with Employer since their last hiring date shall be entitled to vacations under the conditions hereinafter set forth.

- (a) If such employee has completed one (1) but less than three (3) years of continuous employment as of the anniversary date of his employment, he shall be entitled to five (5) regularly scheduled working days of paid vacation.
- (b) If such employee has completed three (3) but less than five (5) years of continuous employment as of the anniversary date of his employment, he shall be entitled to ten (10) regularly scheduled working days of paid vacation.
- (c) If such employee has completed five (5) but less than twelve (12) years of continuous employment as of the anniversary date of his employment, he shall be entitled to fifteen (15) regularly scheduled working days of paid vacation.
- (d) If such employee has completed twelve (12) years of continuous employment as of the anniversary date of this employment, he shall be entitled to twenty (20) regularly scheduled working days of paid vacation.

Section 2: An employee may take his vacation days at any time between the anniversary date upon which he qualified for them and the beginning of the twelfth succeeding month provided he requests the same in writing at least twenty (20) days in advance and has received written approval from his immediate supervisor. It is understood that the Employer will make every reasonable effort to enable the employee to take his vacation at the time he requests the same. However, the ultimate decision as to whether the employee can be spared for that purpose at the requested time rests with the supervisor.

Not more than ten (10) unused vacation days earned in one year may be carried over to the next succeeding year. Days carried over as provided herein may be used in the next succeeding year provided that no less than thirty (30) days shall elapse between exhausting the carried over days and the use of vacation days earned in the then current year.

ARTICLE XVI - HOLIDAYS

Section 1: New Year's Day, Good Friday afternoon, Memorial Day, Fourth of July, Labor Day, the afternoon before Thanksgiving Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve shall be recognized as holidays upon which the Employer will normally not schedule work. When any of these holidays occur on Sunday the following Monday shall be recognized as the holiday. When any of these holidays occur on a Saturday the immediately preceding Friday shall be recognized as the holiday. Maintenance service employees on Good Friday and Wednesday preceding Thanksgiving must remain on the job until the school buses return from making their take-home deliveries.

Section 2: Employees who are regularly assigned to a forty (40) hour work week for a twelve (12) consecutive month period shall receive pay for the holidays and half holidays listed in Section 1 of this Article provided they meet the qualifications set forth in Section 3 of this Article.

- (a) Employees who are regularly assigned to less than a forty (40) hour work week shall receive holiday pay for New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, day following Thanksgiving, Christmas Eve and Christmas Day subject to the qualifying conditions set forth in this Article. The pay for such holidays shall be the employee's regular hourly rate of pay multiplied by the employee's regularly scheduled working hours per day.
- (b) Starting July 1, 1989, employees who are eligible for holidays as stated in Sections 1 and 2 above will have President's Day as a holiday.

Section 3: To qualify for holiday pay the employee must be a permanent employee at the time the holiday occurs, must have worked all the hours his department was scheduled to work on the last regularly scheduled working day prior to the holiday, and all the hours his department was scheduled to work on the first regularly scheduled working day following the holiday (1) unless such day or days occur during his scheduled vacation, (2) unless his absence on such day or days was due to his illness or injury, the start of which occurred within five (5) regularly scheduled working days preceding such holiday or on the first regularly scheduled working day following such holiday, the necessity for which absence must be demonstrated to the satisfaction of the Employer, (3) unless such absence was due to the death of a member of the employee's immediate family, which death occurred within three (3) regularly scheduled working days immediately preceding the holiday or on the first regularly scheduled working day following the holiday, or (4) unless such employee had received a written excuse in writing from his immediate supervisor prior to his absence on either or both of such days.

Section 4. After completing the probationary period, employees shall be paid for all holidays that they would have been entitled to as if they had been a permanent non-probationary employee.

ARTICLE XVII - SAFETY AND HEALTH

Section 1: PHYSICAL EXAMINATIONS. As a condition of employment all employees must satisfactorily pass a pre-employment physical examination and, following employment may thereafter be required to satisfactorily pass a physical examination given by a physician designated by the Employer. Employees shall also be required to satisfactorily pass examinations for tuberculosis as mandated by the State. The aforementioned examinations shall be at the expense of the Employer.

Section 2: REPORTING ACCIDENTS. Employees must immediately report to the supervisor all accidents or injuries sustained by students or themselves or in which the vehicle entrusted to them is involved irrespective of how minor such accident may appear to be. Employees shall be required to fill out a report form made available by the Employer.

Section 3: SAFETY DEVICES AND EQUIPMENT. The Employer shall make reasonable provisions for the safety and health of its employees while performing their duties during the hours of their employment and shall furnish such protective devices or equipment as is reasonably required thereby. Every employee shall observe all safety rules and shall use such safety devices or equipment as is required thereby. Any infraction of any safety rule or failure to use such safety devices or equipment shall subject the employee to disciplinary action including discharge.

Section 4: SAFETY MEETINGS. Periodically the Employer will hold safety meetings for bargaining unit employees. Employees shall be required to attend such meetings provided they have been given two (2) regularly scheduled working days advance notice thereof. Employees shall be paid their regular hourly rate of pay for time spent in such meetings.

ARTICLE XVIII - GENERAL

Section 1: RULES OF CONDUCT. The Employer shall have the right to establish reasonable rules of conduct and change or add to the same from time to time, as, in its judgment, the need to do so arises. After advising the employees and the Union of the existence of such rules, employees shall be required to comply therewith. Any claim on the part of an employee or the Union that a rule of conduct is unreasonable or has been improperly or discriminatorily applied may be processed through the grievance procedure.

Section 2: UNION ACTIVITY PROHIBITED DURING WORKING HOURS. It is understood and agreed that except as expressly provided for in this labor agreement, employees shall not be permitted to engage in union activities during their working hours.

Section 3: CURRENT ADDRESS AND TELEPHONE NUMBER. Employees shall be required to keep their current address and telephone number on record with the Employer. Employees who fail to keep their current address and telephone number on record with the Employer or who do not have a telephone shall have no claim against the Employer for failure to give notice required or anticipated by this Agreement.

Section 4: SUPERVISION PERFORMING BARGAINING UNIT WORK. Nothing herein contained shall be construed in any manner so as to preclude supervision or administrative personnel from performing bargaining unit work as, if, and when, in the Employer's judgment, it is necessary to do so in order to assure the timely and proper performance of the job responsibilities assigned to the people under this Agreement.

Section 5: SUBCONTRACTING. Nothing herein contained shall be construed to prohibit the Employer from subcontracting any part of the bargaining unit work which can be more economically, satisfactorily, or timely performed by virtue of it being subcontracted provided the Employer notifies the Union sixty (60) working days before any job is displaced.

Section 6: PRONOUN GENDER. Wherever used in this Agreement the male pronoun shall be considered as encompassing both male and female employees.

Section 7: MECHANICS' UNIFORMS. The Employer will provide uniforms for each mechanic. It is understood that the uniforms will be of the same general character and quantity as were rented prior to the execution of this Agreement. It is expressly understood that such uniforms shall be worn only while on duty at the Brandywine Public Schools or on the way to or from such duty.

- (a) This provision shall apply only to mechanics. It shall not apply to other maintenance classifications or food service classifications.

Section 8: TOOLS FOR BARGAINING UNIT EMPLOYEES. The Board will provide the tools necessary for bargaining unit personnel to perform their required work. Such tools are and shall be the property of the Board and shall not be removed from School premises without authorization of supervision.

Section 9: WORKSHOPS, INSTRUCTION, AND FOOD SHOWS. Bargaining unit employees who are required by the Board to attend an educational workshop, school of instruction, or food show shall be paid their hourly rate of pay for the time spent while attending such, plus mileage as per Section 11 of Article VIII of this Agreement. The Board will pay for all licensing or certification fees which are required of an employee in the performance of his work.

Section 10: PAST PRACTICES. No agreement or understanding contrary to this collective bargaining agreement, nor any alteration, variation, waiver, or modification of any of the terms or conditions contained herein made by an employee or group of employees with the Employer shall be binding upon the parties hereto unless such agreement, understanding, alteration, variation, waiver, or modification is executed in writing between the parties and ratified by the Union. It is further understood and agreed that this contract constitutes the sole, only, and entire agreement between the parties hereto and cancels and supersedes any other agreements, understandings, and arrangements heretofore existing.

Section 11: SAVINGS CLAUSE. If, during the life of this Agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any provisions should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement shall not be affected thereby. In the event any provision herein contained is so rendered invalid, upon written request by either party hereto, the Employer and the Union shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provision.

Section 12: LICENSING. It shall be the responsibility of each employee to meet the qualifications for any license required for the performance of his job responsibilities. Any license required must be kept valid and up-to-date to qualify for continuous employment. Employees shall be reimbursed by the Employer for the cost of the license except that the Employer will not pay any "late" fees.

ARTICLE XIX - DURATION

THIS AGREEMENT shall be effective on the 1st day of July, 1989, and the terms and provisions thereof shall remain in full force and effect through the 30th day of June, 1992, and from year to year thereafter unless either party hereto shall notify the other in writing at least sixty (60) calendar days prior to the expiration date of this Agreement or of any subsequent automatic renewal period of its intention to amend, modify, or terminate this Agreement.

IN WITNESS WHEREOF the parties hereto have executed this Agreement in Niles, Michigan, on this 18th day of October, 1989.

LOCAL 586, SERVICE EMPLOYEES
INTERNATIONAL UNION, AFL-CIO

BRANDYWINE PUBLIC SCHOOLS
BERRIEN AND CASS
COUNTIES,
MICHIGAN

By Thomas R. Talley
Thomas Talley

By Cathy J. Bair
Cathy J. Bair

Its Local President

Its President

By James Shelton
James Shelton

By Gary Collins
Gary Collins

Its President, Local 586

Its Secretary

RECEIVED

OCT 16 1989

BRANDYWINE
PUBLIC SCHOOLS

APPENDIX A

Section 1: Hourly Wage Rates

<u>MAINTENANCE:</u>	<u>Effective</u> <u>7/1/89</u>	<u>Effective</u> <u>7/1/90</u>	<u>Effective</u> <u>7/1/91</u>
Plant Engineer	\$ 11.43	\$ 12.00	\$ 12.60
Mechanic	10.67	11.20	11.76
Custodial Engineer	10.44	10.96	11.51
Maintenance/Custodian	9.45	9.92	10.42
Courier/Custodian/Maintenance	9.38	9.85	10.34
Custodial	8.60	9.03	9.48

FOOD SERVICE:

Head Cook	\$ 8.03	\$ 8.43	\$ 8.85
Assistant Cook	7.10	7.46	7.83
Helper	6.32	6.64	6.97
Lunchroom Monitor	5.81	6.10	6.41

BUS DRIVERS*:

Regular	\$ 9.16	\$ 9.62	\$ 10.10
Special Education	9.16	9.62	10.10
Special Trips**			
Driving	9.26	9.72	10.21
Waiting	7.00	7.35	7.72

"Weekend security check" assignment shall be paid as follows:

Per assignment	\$ 28.94	\$ 30.39	\$ 31.91
Per opening/closing	9.26	9.72	10.21

* Bus Drivers shall receive a two (2) hour minimum per run.
Shuttle runs will be paid at the normal hourly rate.

** See Section 13(c).

Section 2: Shift Schedule. The first shift is any shift that regularly starts on or after 4 a.m. but before noon; the second shift is any shift that regularly starts on or after noon but before 8 p.m.; and the third shift is any shift that regularly starts on or after 8 p.m. Except as provided hereafter, all employees hired on or after July 1, 1989, and assigned to work the second shift shall receive twenty-five cents (25¢) per hour extra, and any such employee assigned to work the third shift shall receive thirty-five cents (35¢) per hour extra. All current employees who were employed prior to July 1, 1989, and who are assigned to work the second or third shift shall be paid the shift differential in force during the 1988-89 contract year.

APPENDIX A (Continued)

Section 3: The hourly rate of pay applicable to probationary employees shall be fifty cents (50¢) below the applicable hourly rate of pay for the classification to which they are assigned but in no event less than the Michigan minimum wage.

Section 4: The Employer will pay the five percent (5%) employee contribution to the Michigan Public School Employees Retirement Fund.

Section 5: Biweekly paychecks normally will be distributed to employees on alternate Fridays covering the hours worked during the two (2) week period ending the preceding Sunday. Employees who work on the second or third shift shall be paid on Thursday night.

APPENDIX B

Section 1: Health and Medical Insurance. Subject to the limitations and conditions set forth in this Schedule, the Employer shall provide for each full-time twelve-month employee who has completed the initial probationary period health and medical insurance with a carrier selected by the Employer.

INSURED	EMPLOYER'S BASE MONTHLY PREMIUM CONTRIBUTION		
	7/1/89-6/30/90	7/1/90-6/30/91	7/1/91-6/30/92
Self	\$ 157.25	*	**
Self and Spouse or Children	370.06	*	**
Full Family	401.97	*	**

An otherwise eligible employee who does not require Health and Medical Insurance may elect to apply the self-only rate toward the purchase one (1) or more of the following options:

- (1) group term life insurance
- (2) loss of time (income protection) insurance
- (3) long-term disability
- (4) hospital supplement
- (5) tax-deferred annuity.

* During the 1990-91 insurance year beginning July 1, 1990, the Employer will increase the 1989-90 base monthly premium contribution by fifteen percent (15%). If the insurer increases the 1989-90 monthly premium rate by more than fifteen percent (15%), then the Employer and each employee will share the excess cost equally. The Employer is expressly authorized to deduct an employee's share of any such increase from the employee's pay.

If, however, the 1989-90 monthly premium rate increases less than fifteen percent (15%), then the Employer agrees to add the difference between the actual monthly rate increase and the employer-authorized increase of fifteen percent (15%) to the biweekly pay of the employee calculated in the manner following:

APPENDIX B (Continued)

$(1.15 \times 1989-90 \text{ EB MPC}) - (1990-91 \text{ EB MPC}) \times 12 \div 26 =$ Amount to be added to biweekly pay of employee.

EB MPC = Employer's Base Monthly Premium Contribution.

** The procedure outlined in * above will be implemented during the 1991-92 insurance year except that any increase will be calculated on the actual monthly premium rate determined by the Insurer for the 1990-91 insurance year. If the employee was required to pay a portion of the monthly premium during the 1990-91 insurance year, that amount will be continued during the 1991-92 insurance year plus whatever additional share may be required, if any.

Section 2: School-Year Employees. The Employer shall provide for each bus driver and food service employee who is regularly scheduled to work at least four (4) hours per day during the regular school year and who has completed the initial probationary period a monthly insurance allowance payable for twelve (12) months in accordance with the following schedule:

1989-90	\$15.00 per month
1990-91	\$22.50 per month
1991-92	\$30.00 per month

The sums set forth above may be applied toward the purchase of health and medical insurance or toward the purchase of one or more of the options listed in Section 1 above.

Section 3: It is understood and agreed that there shall be no duplication of coverage. Such employees who desire to be covered by the group hospitalization and major medical insurance shall certify to the Employer in writing that they are not covered by any other health insurance plan paid for by someone other than the employee or his/her spouse. Each such employee shall execute the aforementioned certificate of nonduplication of coverage and shall be enrolled in the group hospitalization and major medical plan subject to the terms and conditions of the Employer's insurance carrier. For those employees who desire additional health insurance or option coverage, the cost of which exceeds the amount of subsidy provided by the Employer, and who execute proper payroll deduction forms, the Employer agrees to deduct the amount once each month from the employee's pay.

Section 4: The Employer reserves the right to select the insurance carrier provided the new insurance program is substantially equivalent to that in effect during the 1988-89 contract year.

Section 5: The Employer agrees to continue the Set Dental Insurance program in effect during the 1988-89 contract year for all full-time employees.



