
2015 Economic Reopener Agreement Changes

To

2013-2016

Agreement

Between

Delta College

and

**AFSCME, AFL-CIO, Local Union No. 845,
Council 25**

(Facilities Management)

2015 Economic Reopener Agreement Changes
To
2013-2015
Agreement
Between
Delta College
and
AFSCME, AFL-CIO, Local Union No. 845, Council 25
(Facilities Management)

Table of Contents

SEC 43:	MEDICAL INSURANCE	page 3
SEC 58:	APPENDIX B CLASSIFICATION AND WAGE RATES	page 4
SEC 59	TERMINATION AND MODIFICATION	page 5
SEC 61	EFFECTIVE DATE (APPROVAL SIGNATURES)	page 6

2015 Economic Reopener Agreement Changes

To

2013-2015

Agreement

Between

Delta College

and

AFSCME, AFL-CIO, Local Union No. 845, Council 25

(Facilities Management)

SEC 43: MEDICAL INSURANCE

The College agrees to pay the premium for the Blue Cross-Blue Shield Community Blue PPO medical and hearing insurance or its equivalent protection for all full-time employees, their spouse, and dependent children as defined by the Affordable Care Act. The College also agrees to pay for a prescription drug rider for all full-time employees and their dependents who are insured through the Community Blue PPO or its equivalent.

The employee contribution to the premium for year one (2013/2014) will be calculated at 17.5% of the monthly premium. Year two (2014/2015) will be calculated at 17.5% of the monthly premium and year three (2015/2016) will be negotiated as part of the economic reopener. As agreed as part of the economic reopener, the employee contribution to the premium for year three (2015/2016) will be calculated at 20% of the monthly premium. Year four (2016/2017) will be calculated at 20% of the monthly premium and year five (2017/2018) will be calculated at 20% of the monthly premium.

The parties hereby express their intent to fully comply with the health care insurance premium sharing requirements of PA 152, or otherwise required by law.

Each employee's health care insurance premium contribution shall be deducted from his/her paycheck on a pre-tax basis pursuant to a Section 125 plan.

2015 Economic Reopener Agreement Changes
 To
2013-2015
Agreement
 Between
Delta College
 and
AFSCME, AFL-CIO, Local Union No. 845, Council 25
(Facilities Management)

SEC 58: CLASSIFICATIONS AND WAGE RATES

APPENDIX B

Classification and Wage Rates

Base Salary	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
General Laborer	\$9.49	\$9.66	\$9.76	\$9.90	\$10.09
Custodian	\$11.56	\$11.77	\$11.89	\$12.07	\$12.30
General Maintenance	\$16.33	\$16.62	\$16.79	\$17.04	\$17.36
General Trade	\$19.73	\$20.08	\$20.28	\$20.59	\$20.98
Mechanical Maintenance	\$21.77	\$22.16	\$22.38	\$22.72	\$23.15
Electrician	\$21.77	\$22.16	\$22.38	\$22.72	\$23.15
Salaries for employees hired prior to July 1, 1998 shall be red circled and increase per year as follows:	1.7%	1.8%	1.0%	1.5%	1.9%

Probationary employees shall receive ten percent (10%) less than the base rate. Upon successful completion of probation, such employees shall receive the base rate. The probationary period wage reduction does not apply to the General Laborer classification.

The Employer retains the right to assign an employee to work as a crew leader who shall receive one dollar (\$1.00) per hour in addition to the base rate for all hours worked while assigned as a crew leader.

The crew leader as assigned will be responsible to their supervisor and will receive written and verbal instructions from him/her.

The crew leader will organize and assign work to the appropriate employee, will order materials as needed and attend to other duties as directed. The crew leader will not be responsible for payroll duties, disciplinary actions and project directions.

2015 Economic Reopener Agreement Changes
To
2013-2015
Agreement
Between
Delta College
and
AFSCME, AFL-CIO, Local Union No. 845, Council 25
(Facilities Management)

SEC 59: TERMINATION AND MODIFICATION

This agreement shall continue in full force and effect until 11:59 p.m. June 30, 2018.

(a) If either party desires to terminate this Agreement, it shall, sixty (60) days prior to the termination date, give written notice of termination. If neither party shall give notice of amendment, as hereinafter provided, or if each party giving a notice of termination withdraws the same prior to termination date, this Agreement shall continue in effect from year to year thereafter subject to notice of termination by either party on sixty (60) days written notice prior to the current year's termination date.

(b) If either party desires to modify or change this Agreement, it shall, sixty (60) days prior to termination date or any subsequent termination date, give written notice of amendment, in which event the notice of amendment shall set forth the nature of the amendment or amendments desired. If notice of amendment of this Agreement has been given in accordance with the paragraph, the Agreement may be terminated by either party on ten (10) days written notice of termination. Any amendments that may be agreed upon shall become and be a part of this Agreement, without modifying or changing any of the other terms of the Agreement.

(c) Notice of Termination or Modification. Notice shall be in writing and shall be sufficient if sent by certified mail address, if to the Union to Council 25 - Lansing, Michigan, and if the Employer, addressed Delta College, University Center, Michigan, or to any such address as the Union or the Employer may make available to each other.

2015 Economic Reopener Agreement Changes
To
2013-2015
Agreement
Between
Delta College
and
AFSCME, AFL-CIO, Local Union No. 845, Council 25
(Facilities Management)

SEC 61: EFFECTIVE DATE

This Agreement shall become effective as of July 1, 2013.

This Economic Reopener Agreement extends the 2013-2016 agreement for two years, see section 59, and is understood and agreed to by and between the parties and shall become effective as of July 1, 2015.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the day and year first above written.

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
AFFILIATED WITH COUNCIL 25,
LOCAL 845, AFL-CIO

DELTA COLLEGE


Its Council #25 Representative




Its Local President