

June 30, 1971

July 1, 1969 to June 30, 1971

INTRODUCTION

THIS AGREEMENT, made and entered into, by and between BANGOR TOWNSHIP SCHOOL DIST., located at Bay City, Michigan, party of the first part, and hereinafter termed the Employer, and Local Union No. 486, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, located at Saginaw, Michigan, party of the second part, hereinafter called the Union.

WHEREAS: Both parties recognize that strikes, lockouts and other cessations of work and employment disruptions are contrary to existing law and the best interests of education at Bangor Township Schools; and

WHEREAS: Both parties are desirous of maintaining uniform wage scales, and working conditions; and of facilitating peaceful adjustment for all grievances which may arise from time to time between the Employer and his employees; and of promoting and improving peaceful occupational and economic relations between the parties.

RECOGNITION: BARGAINING UNIT AND DUES

Section 1. (a) RECOGNITION: The employer recognizes and acknowledges that the Union is the exclusive representative in collective bargaining with the Employer of those classifications of employees covered by this Agreement and listed in the attached Schedule "A".

(b) UNION SECURITY--MAINTENANCE OF MEMBERSHIP: Employees who are currently members of the Union shall remain members of the Union. If employees wish to drop their Union membership they may do so by giving written notice to both the Union and the Board of Education thirty days prior to the expiration date of the current agreement. Upon the expiration date of the Agreement, the employee will no longer be required to pay dues to the Union.

Newly hired employees will have the option of joining or not joining the Union. If they do not join they will not be required to pay Union dues. If new employees do join the Union, they must pay Union dues and remain members of the Union. If new employees wish to withdraw from the Union, they may do so by giving written notice to both the Union and the Board of Education thirty days prior to the expiration date of the Agreement. Upon the expiration date of the Agreement, the employee will no longer be required to pay Union dues.

(c) Nothing contained herein shall be construed to deny or restrict to any employee rights he may have under the Michigan General School Laws or applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be an addition to those provided elsewhere.

Section 2. CHECK-OFF: The Employer agrees to deduct from the pay of all Union employees covered by this Agreement the dues and initiation fees of the Local Union upon written authorization of the member and agrees to remit to said Local Union all such deductions prior to the end of the month for which the deduction is made. Since the laws require written authorization by the employee, the same is to be furnished in the form required. The employee may revoke his written authority to deduct at any time.

The Local Union shall certify to the Employer in writing each month a list of its members working for the Employer who have furnished to the Employer the required authorization, together with an itemized statement of dues and initiation fees, (full or installment) owed and to be deducted for such month from the pay of such member, and the Employer shall deduct such amount from the first pay check following receipt of state-

LABOR AND INDUSTRIAL

RELATIONS LIBRARY

-1-

Michigan State University

Bangor Township

ment of certification of the member and remit to the Local Union in one lump sum.

ARTICLE 2
SCHEDULE "A"

Attached hereto and marked Schedule "A" is a schedule showing the classification and wage rates of the employees covered by this Agreement. Said Schedule "A" further sets forth the hours of work, regular working conditions, and other details of employment. It is mutually agreed that said Schedule "A" and the contents thereof shall constitute a part of this Agreement. Amount of initiation fees and dues will be certified to the Employer by the Secretary-Treasurer of the Union.

ARTICLE 3
EXTRA CONTRACT AGREEMENTS

The Employer agrees not to enter into any agreement with another labor organization during the life of this Agreement with respect to the employees covered by this Agreement; or any agreement or contract with said employees, individually or collectively, which in any way conflicts with the terms or provisions of this Agreement, or which in any way affects wages, hours or working conditions of said employees, or any individual employee, or which in any way may be considered a proper subject for collective bargaining. Any such agreement shall be null and void.

ARTICLE 4
SENIORITY

Section 1. NEW EMPLOYEES: A new employee shall work under the provisions of this Agreement but shall be employed only on a 60 calendar-day trial basis, during which period he may be discharged without further recourse; provided, however, that the Employer may not discharge or discipline for the purpose of evading this Agreement or discriminating against Union members. After 60 calendar days, the employee shall be placed on the regular seniority list.

Section 2. SENIORITY LIST: The employer shall post a list of the employees arranged in order of their seniority. This list shall be posted in a conspicuous place at the place of employment. The Union shall determine the present seniority list and include it here as a part of the Agreement. One seniority list shall cover all employees under this Agreement.

Section 3. (a) LAY OFF - RECALL: Strict seniority shall prevail in the lay off and rehiring of employees. In reducing the work force because of lack of work or other legitimate cause, the last employee hired shall be the first employee laid off and the last employee laid off shall be the first employee rehired. In the laying off and the rehiring of laid off personnel, the particular work performed by said employee shall be considered as an important factor. The Union and the Employer jointly shall decide the extent to which "work performed" shall hold weight in determining the lay off and rehire of personnel.

Section 3. (b) In the event of lay off, an employee so laid off shall be given ten days' notice of recall mailed to his last known address. The employee must respond to such notice within three days after delivery thereof and actually report to work in seven days after delivery of notice unless otherwise mutually agreed to. In the event the employee fails to comply with the above, he shall lose all seniority rights and re-apply for employment.

Section 4. LOSS OF SENIORITY: Seniority shall be broken by discharge or voluntary quit, lay off for a period of more than two years or as provided in Section 3 (b) above.

ARTICLE 5
DISCHARGE - DISCIPLINE - DISCRIMINATION

Section 1. DISCHARGE: The Employer shall not discharge nor suspend any employee without just cause, but in respect to discharge or suspension shall give at least one warning notice of the complaint against

such employee to the employee, in writing, and a copy of the same to the Union, except that no warning notice need be given to an employee before he is discharged if the cause of such discharge is dishonesty or drinking intoxicants on the job or recklessness resulting in serious accident while on duty, the carrying of unauthorized passengers while on the job, insubordination, fighting, immoral conduct, willful destruction of property, coercion of any custodian or maintenance employee, or groups of the same, either by direct action, threats, or suggestion of action or threat, shall be punishable by (1) one week off without pay, two (2) discharge. The same rules will pertain to profanity. Leaving job without permission shall be considered a quit without notice.

Discharge must be by proper written notice to the employee and the Union. Any employee may request an investigation as to his discharge or suspension. A request by an employee for an investigation as to his discharge or suspension must be made by written request within ten (10) days from the date of discharge or suspension. Appeal from discharge or suspension must be heard within ten (10) days and a decision reached within fifteen (15) days from the date of discharge or suspension. If no decision has been rendered within fifteen (15) days, the case shall then be taken up as provided for in Article 6 hereof.

Section 2. UNIFORM RULES: The policies of Board of Education will be uniformly applied.

ARTICLE 6 GRIEVANCE PROCEDURE

Section 1. It is mutually agreed that all grievances, disputes or complaints arising under the terms of this Agreement shall be settled in accordance with the procedure herein provided and that there shall at no time be any strikes, tie-ups of equipment, slow-downs, walk-outs, or any other cessation of work through the use of any method of lock-out or legal proceedings.

Section 2. An employee who believes that he has a grievance is required to first submit his grievance to the head custodian in the building having one, otherwise, to the Supervisor of Custodians. If the grievance cannot be corrected at the first step, then it may be submitted to the superintendent of schools, in writing, then to the School Board, in writing - this step shall be completed within 14 days, and finally to the State Mediation Board.

Section 3. No grievance will be considered or discussed which is presented more than ten days after its occurrence. Grievances shall be resolved within 24 days whenever possible.

Section 4. In the presentation of a grievance, an employee may have with him a representative of the Union. Any grievance presented for consideration to either the Superintendent of Schools or the Board of Education shall be presented in a signed statement.

ARTICLE 7 STEWARDS

The Employer recognizes the right of the Union to designate job steward and alternates from the Employer's seniority list. The authority of job steward and alternates so designated by the Union shall be limited to, and shall not exceed, the following duties and activities on the employees and stewards own time.

1. The investigation and presentation of grievance with his Employer or the designated Board of Education representative in accordance with the provisions of the collective bargaining agreement;
2. The transmission of such messages and information, which shall originate with, and are authorized by the Union or its officers, provided such messages and information;
 - (a) have been reduced to writing; or,
 - (b) if not reduced to writing or are of a routine nature.

Job Steward and alternates have no authority to take action interrupting the Employer's business. The Employer recognizes these limitations upon the authority of a job steward and his alternates. The Employer in so recognizing such limitations shall have the authority to impose proper discipline, including discharge, in the event the shop steward has taken any action such as slow down or work stoppage in violation of this Agreement. One Steward shall hold top seniority for lay off and rehire purposes.

ARTICLE 8 ABSENCE

Section 1. Any employee desiring a leave of absence from his employment shall secure written permission from both the Union and the Employer. The maximum leave of absence shall be for ninety (90) days and may be extended for like periods. Permission for extension must be secured from both Union and Employer. Inability to work because of proven sickness or injury shall not result in the loss of seniority rights. The employee must make suitable arrangements for continuation of Health and Welfare and Pension payments before the leave may be approved by the Union.

Section 2. The Employer agrees to grant necessary and reasonable time off, without discrimination or loss of seniority rights and without pay, to any employee designated by the Union to attend a labor convention or serve in any capacity on other official Union business, provided 48 hours' written notice is given to the Employer by the Union, specifying length of time off. The Union agrees that, in making its request for time off for Union activities, due consideration shall be given to the number of men affected. In order that there shall be no disruption of the Employer's operations due to lack of available employees.

ARTICLE 9 MAINTENANCE OF STANDARDS

The Employer agrees that all conditions of employment in his individual operation relating to wages, number of hours worked, overtime differentials and general working conditions shall be maintained at not less than the highest minimum standards in effect at the time of the signing of this Agreement, and the conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this Agreement.

It is agreed that the provisions of this Section shall not apply to inadvertent or bona fide errors made by the Employer or the Union in applying the terms and conditions of this Agreement if such error is corrected within ninety (90) days from the date of error. This provision does not give the Employer the right to impose or continue wages, hours and working conditions less than those contained in this Agreement.

ARTICLE 10 INSPECTION PRIVILEGES

Upon authorization of Superintendent or his designee, authorized agents of the Union shall have access to the schools of the district during working hours for the purposes of adjusting disputes, investigating working conditions, and ascertaining that the Agreement is being adhered to, provided, however, that there is no interruption of the work performed by any employee of the school district.

ARTICLE 11 POSTING - BULLETIN BOARDS

Section 1. POSTING OF AGREEMENT: A copy of this Agreement shall be posted in a conspicuous place in school building boiler rooms.

Section 2. UNION BULLETIN BOARDS: The Employer agrees to provide suitable space for the Union bulletin board. Posting by the Union on such boards is to be confined to official business of the Union.

ARTICLE 12
PAID FOR TIME

All employees covered by this Agreement shall be paid for all work performed as scheduled by Supervisor of Custodians. Rates of pay provided for by this Agreement shall apply.

ARTICLE 13
PAY PERIOD

Section 1. PAY DAY: All regular employees covered by this Agreement shall be paid each week. Not more than seven days shall be held from a regular employee. Each employee shall be provided with an itemized statement of gross earnings and an itemized statement of all deductions made for any purpose. The practice of weekly pay periods shall be established as soon as practical.

ARTICLE 14
LOSS OR DAMAGE

Employees shall not be charged for loss or damage unless clear proof of negligence is shown. This Article is not to be construed as applying to charging employees for damage to equipment under any circumstances.

ARTICLE 15
EQUIPMENT, ACCIDENTS AND REPORTS, DANGEROUS WORK

Section 1. DANGEROUS WORK: Under no circumstances will an employee be required or assigned to engage in any activity involving dangerous conditions of work or danger to person or property or in violation of an applicable statute or court order, or governmental regulation relating to safety of person or equipment.

Section 2. ACCIDENT REPORT: Any employee involved in any accident shall immediately report said accident and any physical injury sustained. When required by his Employer, the employee, before starting his next shift shall make out an accident report in writing on forms furnished by the Employer and shall turn in all available names and addresses of witnesses to any accidents.

Section 3. DEFECTIVE EQUIPMENT: Employees shall immediately, or at the end of their shift, report all defects of equipment. Such report shall be made on a suitable form furnished by the Employer and shall be made in multiple copies, one copy to be retained by the Employee. The Employer shall not require any employee to use any equipment that has been reported by any other employee as being in an unsafe operating condition until same has been approved as being safe by the mechanical department.

When the occasion arises where an employee gives written report on forms in use by the Employer of a vehicle being in unsafe working-operating condition, and receives no consideration from the Employer, he shall take the matter up with the officers of the Union who will take the matter up with the Employer. Failure to comply with this provision shall subject such employee to disciplinary action by the Employer.

ARTICLE 16
WORKMEN'S COMPENSATION

The Employer agrees to urge the carrier of the School District's Workmen's Compensation Insurance toward the prompt settlement of employee on-the-job injury and sickness claims when such claims are due and owing.

ARTICLE 17
SEPARATION OF EMPLOYMENT

Upon discharge, the Employer shall pay all money due to the employee. Upon quitting, the Employer shall pay all money due to the employee on the pay period following such quitting.

ARTICLE 18
MILITARY SERVICE

Employees enlisting or entering the military or naval service of the United States, pursuant to the provisions of the Selective Service Act of 1948, shall be granted all rights and privileges provided by the Act.

ARTICLE 19
SANITARY CONDITIONS

The Employer agrees to maintain a clean, sanitary washroom having hot and cold running water and with toilet facilities, unless otherwise mutually agreed to.

ARTICLE 20
EXAMINATIONS AND IDENTIFICATION FEES

Section 1. Physical, mental or other examinations required by a government body or the Employer shall be promptly complied with by all employees, provided, however, the Employer shall pay for all such examinations. The Employer shall not pay for any time spent in the case of applicants for jobs and shall be responsible to other employees only for time spent at the place of examination or examinations, where only the time spent by the employee exceeds two (2) hours and in that case, only for those hours in excess of said two (2). Examinations are not to exceed one (1) in any one (1) year unless the employee has suffered serious injury or illness during the year. Employees will not be required to take examinations during their working hours.

The Employer reserves the right to select its own medical examiner or physician and the Union may, if it believes an injustice has been done an employee, have said employee re-examined at the Union's expense.

Section 2. Should the Employer find it necessary to require employees to carry or record full personal identification, such requirements shall be complied with by the employees. The cost of such personal identification shall be borne by the Employer.

ARTICLE 21
MEAL PERIOD

All employees shall receive one 15 minute paid lunch hour each day.

ARTICLE 22
GARNISHMENTS

In the event of notice to an Employer of a garnishment or impending garnishment, the Employer may take disciplinary action if the employee fails to satisfy such garnishment within a twenty-four (24) hour period after notice to the employee. If the Employer is notified of three garnishments irrespective of whether satisfied by the employee within the twenty-four (24) hour period, the employee may be subject to discipline, including discharge in extreme cases. However, if the Employer has an established practice of discipline or discharge with a fewer number of garnishments or impending garnishments, if the employee fails to adjust the matter within the twenty-four (24) hour period, such past practice shall be applicable in those cases.

No garnishment or warning notice concerning the same shall be used in the application of this Article after nine (9) months from the date of such garnishment or warning notice.

ARTICLE 23
PROTECTION OF EMPLOYEES

A. Any case of assault upon an employee in school-connected business shall be promptly reported to the Board or its designated representative. Time lost by an employee in connection with any incident heretofore mentioned shall not be charged against the employee.

B. If any employee is complained against or sued by reason of disciplinary action taken by the employee against a student, the school will pro-

vide relevant information to the employee.

ARTICLE 24
EMPLOYER RIGHTS CLAUSE

"The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

- (1) To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees;
- (2) To hire all employees and subject to the provisions of law, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees;
- (3) To determine work schedules for hours of employment and the duties, responsibilities, and assignments of custodians with respect thereto and work assignments and the terms and conditions of employment.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policy rules, regulations and practice and the furtherance thereof and the use of judgment and discretion in connection therewith shall be limited by this Agreement's specific terms and then only to the extent its specific and expressed terms hereof are in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

Nothing contained herein shall be considered to deny or restrict unlawfully the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, county, district or local laws or regulations as they pertain to the school district.

ARTICLE 25
TERMINATION OF AGREEMENT

Section 1 - This Agreement shall be in full force and effect from July 1, 1969 to and including June 30, 1971, and shall continue in full force and effect from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to date of expiration.

Section 2 - It is further provided that where no such cancellation or termination notice is served and the parties desire to continue said Agreement but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other a notice at least sixty (60) days prior to June 30, 1971, or sixty (60) days prior to June 30th, of any subsequent contract year, advising that such party desires to continue this Agreement but also desires to revise or change terms or conditions of such Agreement. The respective parties shall be permitted all lawful recourse to support their request for revisions if the parties fail to agree thereon.

Section 3 - It is understood and agreed between the parties that the provisions contained in Schedule "A" hereto attached, may be re-opened for negotiation between the parties June 30, 1971, provided that the party desiring to re-open serves notice in writing upon the other party at least sixty (60) days prior to June 30, 1971. If no such notice is given, the said Schedule "A" shall continue on from year to year.

Section 4 - In the event of an inadvertent failure by either party to give notice as set forth in this Article, such party may give such notice at any time prior to the termination or automatic renewal date of this Agreement. If a notice is given in accordance with the provisions of this section, the expiration date of this Agreement shall be the sixty-

first (61st) day following such notice. However, if negotiations are not completed for a new Agreement at the expiration date of the contract, then the contract shall continue in force until such time as contract negotiations have been completed. When Agreement has been reached for a new succeeding contract, the effective date for the new Agreement will be the day immediately following the expiration date of the former Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

BANGOR TOWNSHIP SCHOOL DISTRICT
BAY CITY, MICHIGAN

TEAMSTERS UNION LOCAL #486 AFFILIATED
WITH THE INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA

BY _____

BY _____
Secretary-Treasurer

DATE _____

DATE _____

BY _____

BY _____
Business Agent

DATE _____

DATE _____

SCHEDULE "A"

Overtime - $1\frac{1}{2}$ - over 8 hours per day or 40 hours per week.

When five (5) or more employees are required to work overtime in one location, and at one time, one of these shall be the Union Steward, provided he can perform the required work.

Ample notice shall be given employees when they are required to work overtime.

Employees normally working less than 8 hours per day may be required to work 8 hours per day w/o regard to seniority list. Part-time employees will be allowed overtime only after regular seniority list is exhausted. Every effort shall be made to give senior employees the opportunity to make up regular or overtime work if they are inadvertently overlooked in the scheduling of such work. If a senior employee refuses, or is unavailable for such work, this section shall not apply.

Employees shall receive a minimum of four (4) hours pay at the prevailing rate, when called in for emergencies. Employees working out of classification for 4 hours or more per day shall receive the higher rate for the entire day.

BIDING OF JOBS: In selection of employees to fill vacancies occurring by reason of increasing of forces, vacancy or newly created jobs, the following procedure shall apply. Notice of job opening shall be posted for seven (7) working days in each school and shall state where vacancy exists, the shift, the job, and wage rate by progression. Seniority and ability shall prevail in awarding job bids. Employees awarded bids shall receive a 30-day trial on new job. Employees awarded bids shall receive top rate for that job after 30 days. Employees awarded bids shall have the opportunity to return to their former job prior to establishing 30 days on newly awarded jobs. Employees must have served their probationary period to qualify for bids.

The Board of Education shall reserve the right to hire all supervisory employees after present employees have been screened by the Board of Education.

VACATIONS: 1. "All regular full time employees having one (1) year and less than fifteen years of service shall be entitled to two (2) weeks vacation with pay upon the occurrence of their anniversary date of hire."

2. After fifteen years of service, custodians will be granted three weeks' vacation annually with pay based on employees anniversary date of hire.

3. Vacations are to be taken during the calendar year and are to be approved by the Supervisor of Custodians who shall endeavor to satisfy each employee according to seniority.

4. After ten full years of service, each custodian shall accumulate one merit day per year up to and including the 20th year. Said accumulated merit days to be used any time within the next ten years, with prior approval of the Supervisor.

5. Should an employee leave the employment of the township for any reason, he shall be paid vacation on a pro-rated basis - $1/12$ for each month during which the employee works. This section shall not apply to part-time employees or temporary summer help. Employees must work 11 months from anniversary date to anniversary date to qualify for a full vacation under this agreement.

GENERAL: Chauffeurs Licenses - the Chauffeurs license fee for employees required to drive school vehicles shall be paid by management.

Employees required to work through their lunch hour shall receive a 20

minute paid lunch hour or be allowed to leave their shift one-half hour early.

Management will expect that employees will cause students to cease any wrongful activity or act that come to their attention and notify the principal or teacher as to the wrongful act and the students involved.

WORKING HOURS: Overtime shall be distributed to the employees who normally work within each building as equally as possible. The steward shall be given a list once monthly of all overtime hours. New employees shall start with over-time hours credited to them in line with the average overtime hours of the employees presently employed. Because of the nature of the school work day, the Board maintains the right to assign work schedules which are consistent with time of the day during which the maximum amount of the employees time may be utilized for work. Record of overtime hours shall start from zero (0) each July 1st. All night shift employees shall work the day shift when school is not in session unless otherwise assigned.

Travel time between schools shall count toward eight (8) hour day.

Employees shall be granted a fifteen (15) minute break each morning and afternoon of each eight (8) hour day. The time during which the break is taken will be determined by supervisory personnel.

Starting time and quitting time shall be determined by the Superintendent, and there shall be no split shift unless agreed to between the employee and supervision.

HOLIDAYS: The following holidays will be paid each year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. In addition, employees will have the day before Christmas and one-half ($\frac{1}{2}$) day on Good Friday as paid holidays, if school is not in session on the day before Christmas and Good Friday. If school is in session on either Good Friday or the day before Christmas, employees will work at their regular rate of pay. If the day before Christmas falls on a Saturday or Sunday, employees will not be paid for that day. It is agreed that an employee must work the regularly scheduled work day following the Holiday to qualify for that Holiday pay.

SICK LEAVE: All employees covered by this Agreement shall receive fourteen (14) days paid sick leave per year and it shall be accumulated into a sick-leave bank not to exceed seventy-two (72) days, such sick leave bank will be paid to employees who terminate their employment in good standing and are not discharged. Sick-leave bank shall be pro-rated at \$13.90 per day and shall not exceed \$1,000.00.

FUNERAL LEAVE: A minimum of three (3) days and a maximum of five (5) days shall be allowed to all employees for death in the immediate family. Immediate family will be parent, mother-in-law, father-in-law, spouse or child. The number of days in excess of three (3) days will be determined by the supervisor.

PERSONAL BUSINESS DAYS: The Board of Education grants two days per year whenever an employee faces the necessity to transact personal, non-profit, business which cannot be delayed without detriment to the welfare of the employee. Leave under this clause shall be subject to review by the Supervisor of Custodians prior to the granting of permission. Said days not to be construed as sick leave days. The number of paid days to be determined by the Superintendent. Any employee who does not use either of the 2 Personal Business Days shall receive $1\frac{1}{2}$ days pay at his prevailing rate at the end of his seniority year.

<u>WAGES:</u>	<u>Effective:</u>	<u>July 1, 1969</u>	<u>July 1, 1970</u>
Head Custodian-Senior High		\$3.40	\$3.65
Head Custodian-Junior High		3.27	3.52
Utility Service Personnel		3.15	3.40
Custodian		3.15	3.40
Construction and Repair		3.30	3.55

It is mutually agreed that a Red Circle rate of an additional six cents (6¢) per hour shall be paid Clarence Kipfmiller. It is also agreed that if Clarence Kipfmiller leaves this Classification, this Red Circle rate shall not be paid to his successor. Any employee replacing him shall receive the standard rate for this classification.

NEW EMPLOYEES: Newly-hired employees shall receive 20¢ under scale for the first thirty (30) calendar days and they shall receive 10¢ under scale for the second thirty (30) calendar days' period. At the end of sixty (60) calendar days, they shall receive the top wage for their classification.

NIGHT PREMIUMS: Employees working the established afternoon shift shall receive an additional 10¢ per hour. Employees working the established midnight shift shall receive an additional 15¢ per hour.

SUNDAY WORK: Employees shall receive double time for all hours worked on Sundays.

Any other classification put into effect by management, not contained in this Agreement will be negotiated between management and the Union. Such jobs shall be posted according to the job bid procedure.

INSURANCE: "Each custodian shall be allocated \$27.14 per month to defray the cost of one or more of the following options: 1) Blue Cross Hospitalization; 2) MEA Hospitalization; 3) MEA Term Life Insurance; 4) MEA Salary Protection Insurance. Employees may avail themselves of insurance amounting to more than \$27.14 at their own expense. Payment in cash may not be made in lieu of insurance options."

REIMBURSED MILEAGE EXPENSES: Employees shall receive 10¢ per mile for the use of personal cars when required by the School Board.

All part-time employees shall be covered by the terms and rates contained in this Agreement.

BANGOR TOWNSHIP SCHOOL DISTRICT
Bay City, Michigan

TEAMSTERS UNION LOCAL #486
Saginaw, Michigan

BY _____

BY _____
Secretary-Treasurer

DATE _____

DATE _____

BY _____

BY _____
Business Agent

DATE _____

DATE _____