

Aug. 20, 1974

AGREEMENT BETWEEN SCHOOLCRAFT COMMUNITY COLLEGE
DISTRICT HEREINAFTER REFERRED TO AS THE EMPLOYER

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL #547, AFL-CIO, HEREINAFTER REFERRED TO AS
THE UNION FOR FOOD SERVICE EMPLOYEES

Personnel Office
Schoolcraft College
18600 Haggerty Rd.
Livonia, Mich. 48151

Schoolcraft Community College Dist. (Livonia)

TABLE OF CONTENTS

Preamble		i
<u>ARTICLE</u>	<u>ITEM</u>	<u>PAGE</u>
I	Union Recognition, Union Security Check-Off	1
II	Purpose	2
III	Distribution of Agreement	2
IV	Binding Effective Agreement	2
V	Scope, Waiver and Alteration of Agreement	3
VI	Non-Discrimination	3
VII	Jurisdiction	3
VIII	Initial Employment	4
IX	Contractual Work	5
X	Hours and Work Week	5
XI	Seniority	7
XII	Transfers and Promotion Procedure	8
XIII	Holidays	9
XIV	Vacations	10
XV	Sick Leave and Funeral Leave	11
XVI	Jury Duty	12
XVII	Insurance	12
XVIII	Visitation and New Jobs	12
XIX	Uniforms	13
XX	Discipline Discharge	14
XXI	Grievance Procedure	14
XXII	Retirement	16
XXIII	Classification and Compensation	17
XXIV	Termination, Change or Amendment	18
EXHIBIT A-1	Salary Classification Schedules	19
EXHIBIT A-2	Salary Classification Schedules	20
EXHIBIT B	Job Classification	21

AGREEMENT BETWEEN

BOARD OF TRUSTEES OF SCHOOLCRAFT COMMUNITY
COLLEGE

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL
#547, AFL-CIO, HEREINAFTER REFERRED TO AS THE
UNION FOR FOOD SERVICE EMPLOYEES.

This Agreement entered into this 26th day of July, 1972 by and between the Board of Trustees of Schoolcraft Community College District, hereinafter sometimes referred to as the "Board" and the International Union of Operating Engineers, Local #547, AFL-CIO for the Food Service Employees, hereinafter sometimes called the "Union".

PREAMBLE

WHEREAS the parties have a mutual obligation, pursuant to Act 336 of the Michigan Public Acts of 1947, as amended, to bargain in good faith with respect to hours, wages, and working conditions for personnel represented by the Union, such personnel being fully described in Article I hereof, and

WHEREAS the parties following extended and deliberate negotiations, have reached mutual agreement,

IN CONSIDERATION OF the mutual covenants, it is hereby agreed as follows.

ARTICLE I

UNION RECOGNITION, UNION SECURITY, CHECK-OFF

A. Union Recognition

1. The Board hereby recognizes the Union as the sole and exclusive bargaining agent, as defined in Act 336 of the Michigan Public Acts of 1947, as amended, for the employees covered by this Agreement for the purpose of collective bargaining with respect to hours, wages and conditions of employment.
2. The term "employee" as used herein shall include all Food Service personnel excluding all supervisors and assistant supervisors, all office and clerical employees, and all professional employees.

B. Union Security

1. It shall be a condition of employment that all permanent employees of the Board covered by this Agreement, who normally work twenty (20) or more hours per week, who are members of the Union in good standing on the effective date of this Agreement, shall, remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement who normally work twenty (20) or more hours per week, and hired on or after its effective date shall on or before the 31st day following the beginning of such employment, become and remain members in good standing in the Union.
2. The Union agrees that it will make membership in the Union available to all employees covered by this Agreement on the same terms and conditions as are generally applicable to other members of the Union.
3. Either party to the Agreement shall have the right to re-open negotiations on matters pertaining to Union Security by either party giving the other party thirty (30) days written notice when the laws applicable thereto have been changed.
4. In the event the Union refuses to accept any person so hired as a member, said person may continue in employment.

ARTICLE I (cont'd)

UNION RECOGNITION, UNION SECURITY, CHECK-OFF

C. Check-Off

1. The Board shall deduct from the wages of each employee covered by this Agreement and remit to the Union, on or before the 15th of each month, dues uniformly required from the previous calendar month as a condition of membership in the Union.
2. Payroll deductions will be made only in such cases where the employee files with the Board proper written authority to do so.

ARTICLE II

PURPOSE

It is the purpose of this Agreement to promote and insure harmonious relations, cooperation, and understanding between the Board and the employees covered hereby, to insure true collective bargaining, and to establish standards of wages, hours, working conditions, and other conditions of employment.

ARTICLE III

DISTRIBUTION OF AGREEMENT

Copies of this Agreement shall be reproduced at the expense of the Union and presented to all Food Service personnel now employed or hereafter employed by the College.

ARTICLE IV

BINDING EFFECTIVE AGREEMENT

This Agreement shall be binding upon the parties hereto, their successors and assigns.

ARTICLE V

SCOPE, WAIVER AND ALTERATION OF AGREEMENT

- A. No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or conditions or covenants contained herein shall be made by any employee or group of employees with the Board unless executed in writing between the parties hereto and the same has been ratified by the Union.
- B. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions herein.
- C. If any Article or Section of this Agreement or any supplement thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal, the remainder of this Agreement and supplements shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

ARTICLE VI

NON-DISCRIMINATION

The Board and the Union both recognize their responsibilities under Federal, State, and Local laws, pertaining to fair employment practices as well as the moral principles involved in the area of Civil Rights. Accordingly, both parties reaffirm by this Agreement the commitment not to discriminate against any person or persons because of race, creed, color, sex, age or national origin.

ARTICLE VII

JURISDICTION

- A. Employees of the Board not covered by the terms of this Agreement may temporarily perform work covered by this Agreement only for purposes of instructional training, experimentation, or in cases of emergency.
- B. Students
 - 1. The provisions of this Agreement shall be applicable to the college students employed and assigned from time to time to perform the work normally handled by members of the bargaining unit.

ARTICLE VII (cont'd)

JURISDICTION

2. Schoolcraft students employed under College Work Study or other Federally Funded Programs, co-op students employed for not more than forty (40) hours per week, or students enrolled in the Culinary Arts Instructional Program, shall not be covered by the provisions of this Agreement provided that their rates of pay do not exceed the rates of this contract.
3. Any students employed and performing bargaining unit work will perform duties only in the lowest pay classification, unless otherwise mutually agreed to by both parties. The employment and assignment of such students shall not result in the termination or reduction of hours of any employee now or hereafter employed in a classification subject to this Agreement.

ARTICLE VIII

INITIAL EMPLOYMENT

- A. At the time of hire, and prior to being covered by the insurance plan, all employees must submit, at the expense of the College, medical evidence of reasonably good health. This will be furnished on an appropriate form provided by the College.
- B. The physician rendering such physical examination will be designated by the College.
- C. The College will distribute a Union Contract to new employees.
- D. All new employees will be introduced to the steward on the first day when both are present and working.
- E. All employees must submit prior to employment a valid Food Handlers Card and must maintain such card as a condition of employment.

ARTICLE IX

CONTRACTUAL WORK

The right of contracting or subcontracting is vested in the Board. The right to contract or subcontract shall not be used for the purpose of undermining the Union, nor to discriminate against any of its members, nor shall it result in the reduction of the present work force as outlined in Exhibit A attached, nor in the event of extension of service shall it be used to avoid the performance of work covered under this Agreement.

ARTICLE X

HOURS AND WORK WEEK

A. Work Hours

1. The regularly scheduled work week shall consist of forty (40) hours beginning at 12:00 a.m. Monday and ending one hundred-sixty eight (168) hours thereafter.
2. The normal work day shall be eight (8) consecutive hours, which shall include a paid lunch period.

B. Lunch hours and rest periods shall be allocated at a time designated by the Board according to the following formula:

Over 2 Hours, but less than 5 Hours.....	1 - 15 min. rest period.
5 Hours, but less than 7 Hours.....	1 - 30 min. lunch, 1 - 15 min. rest period.
7 Hours or more.....	1 - 30 min. lunch, 2 - 15 min. rest periods.

The lunch and rest periods shall not be consecutive with one another nor with starting or quitting times unless approved by the employer.

C. Overtime rates will be paid as follows:

1. Time and one-half will be paid for all time worked in excess of eight (8) hours in a twenty-four (24) hour period; all time worked in excess of forty (40) hours in one work week, for which overtime has not already been earned.
2. Whenever an employee is required to return to work after the completion of his regularly scheduled working hours, he shall receive pay for the actual time worked at the appropriate rate or a minimum of four (4) hours pay at his straight time hourly rate,

ARTICLE X (cont'd)

HOURS AND WORK WEEK

whichever is the greater.

D. Special Events

1. Special Events are functions that occur outside of the normal operation of the Cafeteria where employees are used outside of their normal work day.
2. The other provisions of this contract do not apply to Special Events.
3. All employees of the Bargaining Unit when working on Special Events, shall be classified as Special Events employees and paid \$2.81 (effective second year 7-1-73 \$2.96) per hour at time and one half (1 1/2) for the hours worked.
4. A minimum of three (3) hours work shall be guaranteed.
5. The following schedule shall determine the minimum number of bargaining unit employees utilized for special events.
 - (a) CHINA - SIT DOWN.....1 employee per 25 patrons or fraction thereof.
 - (b) CHINA BUFFET1 employee per 30 patrons or fraction thereof.
 - (c) SEMI-BUFFET OR SEMI-DISPOSABLE.....1 employee per 40 patrons or fraction thereof.
 - (d) COMPLETELY DISPOS- ABLE BUFFET.....1 employee per 50 patrons or fraction thereof.
 - (e) RECEPTIONS, TEAS, BIRTHDAYS, ETC.....1 employee per 100 patrons guaranteed or fraction thereof.
6. Hours worked on Special Events shall be divided as equally as possible among Bargaining Unit employees.
7. A supervisor will not be assigned to perform bargaining unit work at special events.

ARTICLE XI

SENIORITY

- A. Employees shall be regarded as probationary employees for the first ninety (90) days of active employment. Laid off or discharged probationary employees shall not have recourse to the terms of this Agreement.
- B. Probationary employees completing their probationary period and employees transferring into the bargaining unit shall acquire seniority from the date of completion of transfer or probation. Seniority shall be granted to date of hire after completion of probationary period.
- C. Employees shall be laid off, recalled, or demoted according to their seniority in their classifications. An employee on scheduled layoff shall have the right to displace a lesser seniority employee who is on a classification previously held by the employee; provided, the senior employee is qualified to hold the position.
- D. An employee will lose his seniority for the following reasons:
1. He resigns.
 2. He is discharged for cause.
- E. Any employee in the bargaining unit elected or appointed to full time office in the Union whose duties require his absence from his work shall be granted a leave of absence for the term of such office and shall accumulate seniority during his term of office and at the end of such term shall be entitled to resume his regular seniority status and all job and recall rights.
- F. The seniority of any employee promoted to a supervisory position outside the bargaining unit shall be frozen as of the date of such promotion or assignment and said employee shall no longer accumulate seniority as long as he remains in said supervisory capacity.
- Employees assigned to a higher classification may return to the lower classification without prejudice at any time within a period of ninety (90) days from date of assignment.
- G. During his term of office, the Chief Steward shall be deemed to head the seniority lists for the purpose of shift preference, layoff, and recall only; provided, he is qualified to do the required work. Upon termination of his term, he shall be returned to his regular seniority status.

ARTICLE XI (cont'd)

SENIORITY

- H. The Chief Steward shall be expected to perform the duties assigned to him by the College. Should the need arise, special consideration will be given when union business requires more than the usual amount of time. The Steward or his designee shall be granted time off with pay to attend the funeral of a Food Service employee or the spouse of a Food Service employee.
- I. There shall be no bumping rights except in the event of:
1. Layoff
 2. Return from approved leaves of absence.

ARTICLE XII

TRANSFERS AND PROMOTIONAL PROCEDURE

Notice of all vacancies and newly created positions shall be posted on employee bulletin boards within one pay period from date of vacancy, and the employees shall be given five (5) days time in which to make application to fill the vacancy or new position. The senior employee making application shall be transferred to fill the vacancy or new position, provided he has the necessary qualifications to perform the duties of the job involved. In the event Administration does not feel that it is desirable to place the highest seniority man in the open position, an evaluation meeting between the representatives of the Union and Administration will be held in order to review the reasons and arrive at a decision.

Newly created positions or vacancies are to be posted in the following manner: the type of work; the place of work; the starting date; the rate of pay; the hours to be worked; and the classification.

Employees will be trained for the next higher classification jobs in the order of their seniority, unless they refuse. (If they refuse to train in the next higher classification they would also lose assignment rights in that next higher classification).

Where the position has an assistant, the assistant would move up and the assistant's position would be filled by the most senior person in the next lower classification.

ARTICLE XII (cont'd)

TRANSFERS AND PROMOTIONAL PROCEDURE

Employees shall be paid, either the rate of the position from which he is transferred or the rate of the position to which he is transferred, whichever is higher, for out of classification work where a full shift was worked or where two or more employees were rotated through the shift (this does not include taking over a lunch break).

Temporary transfers shall be for a period of no longer than thirty (30) days (except extensions by mutual written agreement). After that time it shall be considered an open position and be posted.

An agreed to seniority list shall be made available to each employee covered by this Agreement on or about July 1 of each year. Such list shall contain date of hire, employee's location, and classification. (Seniority in classification shall be as of date of entry into the classification).

ARTICLE XIII

HOLIDAYS

- A. The Board will pay eight (8) hours pay (prorated if applicable) for the following holidays (*), which occur during their regular annual work schedule, provided the employee works the last scheduled day before and the first scheduled day after said holiday.

New Years Eve Day
New Years' Day
Good Friday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Eve Day
Christmas Day

- B. Employees required to work on any of the above named holidays shall receive double time plus holiday pay for time worked.
- C. If an employee is on vacation on any of the above-named holidays, he shall be entitled to an additional day off with pay for the holiday or shall receive eight (8) hours pay for the holiday.
- D. Employees off sick on the holiday or the day before or after the holiday may be required to submit medical

ARTICLE XII (cont'd)

HOLIDAYS

proof of illness to receive holiday pay.

- * Holiday is defined as a 24 hour period starting at 10:30 p.m. on the eve of the holiday and continuing through 10:30 p.m. the day of the holiday.

ARTICLE XIV

VACATIONS

During the first five (5) years all employees covered by this Agreement shall earn vacations at the rate of one (1) day for each calendar month worked to a maximum of ten (10) days. After five (5) years of employment, employees shall earn vacation at the rate of one and one-half (1 1/2) days per month worked to a maximum of fifteen (15) days. After nine (9) years of employment, the rate shall be two (2) days per month worked to a maximum of twenty (20) days.

All earned vacations will be paid for at the completion of the annual work schedule.

Employees terminating employment, or on a leave of absence shall receive the unused portion of earned vacation allowance for each month, or major fraction thereof, between the common anniversary date and his termination date.

It is understood that part-time employees will be entitled to a prorata portion of all benefits provided under this article.

ARTICLE XV

SICK LEAVE AND FUNERAL LEAVE

- A. Each employee covered by this Agreement will be entitled to sick leave accumulated in a single sick leave bank at the rate of one (1) day per month worked with a ninety (90) day limit. It is understood that part-time employees shall be entitled to a pro rata portion of all benefits provided under this paragraph.

ARTICLE XV (cont'd)

SICK LEAVE AND FUNERAL LEAVE

- B. Sick Leave shall be granted to an employee when he is incapacitated from the performance of his duties by sickness, pregnancy, injury or for medical, dental or optical examination or treatment. A seniority employee with at least nine (9) months seniority shall be granted a pregnancy leave of absence without pay or benefits or loss of seniority provided, the employee shall immediately notify the Director of Personnel of the pregnancy. The College then may request periodic verification of the health of the employee in relation to the performance of the employee's normal job duties. When the medical verification of the physician will not allow the employee to continue in her normal job function because of such pregnancy or at the end of the sixth (6th) month, whichever is sooner, the employee shall then be granted a leave of absence for up to sixty (60) days beyond the termination of the pregnancy with all job and recall rights. Sick leave shall also be granted when a member of the immediate family of the employee is afflicted with a contagious disease and requires the care and attendance of the employee, or when after exposure to contagious disease, the presence of the employee at his employment position would jeopardize the health of others.
- C. All employees shall be granted three (3) working days off with pay for a death in the employee's immediate family. The immediate family shall be construed to mean any person with whom the employee has been in close association and whose illness or death has a real meaning to said employee. If additional time off for traveling to the funeral is required it shall be granted and such additional time shall be charged to sick leave.
- D. Records of sick leave accumulated and taken shall be available to the employee and the Union annually.
- E. All employees shall be entitled to three (3) days for personal business per year. Employees shall request personal business leave in writing at least five (5) days in advance, except in emergencies. Personal business days are not allowed as consecutive days with holidays and vacations.

ARTICLE XVI

JURY DUTY

Employees requested to appear for jury qualification or service shall receive their pay from the Board for such time lost as a result of such appearance or service, less any compensation received for such jury service, up to a period of sixty (60) days in one year. (Any mileage allowance is not considered as jury compensation.)

ARTICLE XVII

INSURANCE

- A. The Group Insurance Plan is an employee contribution plan.
- B. The Board of Trustees may waive all employees contributions for the employee and his dependents. During the course of this Agreement the Board has waived all employee contributions.
- C. Employees will be covered on the first of the month following the date of hire provided a beneficiary form has been completed and signed, and he was an employee as of the 15th of the preceding month.

ARTICLE XVIII

VISITATION AND NEW JOBS

A. Visitation

After presentation of proper credentials at the office of the Director of Food Service, officers or accredited representatives of the Union shall be admitted (upon request by the Union) into the buildings of the College during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties or for assisting in the adjusting of grievances; provided, that said observation shall not be in areas which would be detrimental to the management and function of the school and its students.

ARTICLE XVIII (cont'd)

VISITATION AND NEW JOBS

B. New Jobs

1. The Board shall have the right to establish, evaluate, change, and obsolete jobs, providing such action on the part of the Board shall not be directed toward reducing the rate of a job in which no substantial change in the job itself has occurred. When a new or revised operation involves duties which are not adequately or specifically described or properly evaluated in an existing job description, specification, and classification, the Board has the right to develop and establish such new or revised job descriptions, specification, and classifications, rates of pay, and to place them into effect. Whenever new buildings or a job is made operational, the Board shall establish the job description.
2. The Board will notify the Union of such new or changed job, and will within thirty (30) days after such new or changed job is established, meet with the Union to negotiate the rate and classification.

ARTICLE XIX

UNIFORMS

All members of the bargaining unit are required to wear uniforms approved by the College.

Each employee will be furnished \$80.00 within ninety (90) days of hiring to purchase four (4) uniforms.

Thereafter each employee will receive an allowance for replacement and maintaining of uniforms in accordance with the following:

\$80.00 - 1972/1973, payable 9-1-73 and
\$100.00 - 1973/1974, payable 9-1-74.

These amounts shall be pro rated on hire or termination.

ARTICLE XX

DISCIPLINE DISCHARGE

Dismissal, suspension, and/or any other disciplinary action shall be only for just and stated causes with the employees having the right to defend themselves against any and all charges. Written notification of dismissal, suspension, and/or other disciplinary action shall be sent to the employee and the Union. Among the causes which shall be deemed sufficient for dismissal, suspension, and/or other disciplinary action are the following:

1. Unauthorized or excessive absence from work.
2. Commitment or conviction of any criminal act.
3. Conduct unbecoming any employee in the public service.
4. Disorderly or immoral conduct.
5. Failure to make proper provisions for liquidation of just debts.
6. Incompetency or inefficiency.
7. Insubordination.
8. Bringing intoxicants or narcotics into or consuming intoxicants or narcotics on any school property, or reporting for work under the influence of intoxicating liquor or narcotics in any degree whatsoever.
9. Neglect of duty.
10. Negligence or willful damage to public property, waste, or misappropriation of public supplies or equipment.
11. Violation of any lawful regulation or order made (by a supervisor), i.e. unauthorized smoking, improper dress, etc.
12. Willful violation of any provisions of this contract.
13. Deliberate falsification of records and reports.

All dismissals and suspensions shall be without pay.

ARTICLE XXI

GRIEVANCE PROCEDURE

STEP ONE

- A. An employee having a grievance shall present it orally to his immediate supervisor.
- B. If the grievance is not settled orally, the employee within twenty-four (24) hours, may

ARTICLE XXI (cont'd)

GRIEVANCE PROCEDURE

request the supervisor to call the steward.

STEP TWO

- A. The steward shall reduce the grievance to writing and indicate the alleged contract violation and remedy desired.
- B. The aggrieved employee and his immediate supervisor shall sign the grievance.
- C. The steward shall meet with the Director of Food Service within five (5) working days from the date of Step One (A) above.
- D. The Director of Food Service shall give his decision in writing within five (5) working days and it shall be considered settlement of the grievance, unless appealed to Step Three.

STEP THREE

- A. Any appeal of a decision rendered by the Director of Food Service shall be presented to the Director of Personnel within five (5) working days of the receipt of the answer in Step Two D, and the Director of Personnel shall meet with a business representative of the Union at a time mutually agreeable to them. The appeal shall be in writing and state the reason, or reasons, why the decision of the Director of Food Service was not satisfactory.
- B. The Director of Personnel shall give his decision in writing within five (5) working days and it shall be considered settlement of the grievance unless appealed.

STEP FOUR

If the above procedure does not satisfactorily resolve the grievance the grieving party may, within fifteen (15) working days of the last appropriate step above appeal the matter to arbitration.

The arbitrator shall be selected in accordance with procedures established by the American Arbitration Association. The decision of the arbitrator shall be final and binding on both parties provided that the

ARTICLE XXI (cont'd)

GRIEVANCE PROCEDURE

arbitrator shall confine his opinion to the sole question of whether or not (1) there has been a violation, misinterpretation or misapplication of any provision of this Agreement, or (2) there has been a deviation from or misinterpretation or misapplication of written policies or procedures affecting the conditions of employment of Food Service employees in effect from time to time. The arbitrator, the Union, or the Board may call any employee as a witness. Each party shall be responsible for the expenses of the witnesses that they may call.

The arbitrator shall not have jurisdiction to subtract from or modify any of the terms of this Agreement, or any written amendments thereof, or to substitute his discretion for that of the parties hereto.

The result of the decision shall be implemented within fifteen (15) days of receipt of the decision.

ARTICLE XXII

RETIREMENT

It shall be mandatory that each employee retire on December 31 of the calendar year in which he attains the age of sixty-five (65).

ARTICLE XXIII

CLASSIFICATION AND COMPENSATION

- A. The parties hereto agree that the employees covered by this Agreement shall be considered engaged in the type of work and classification as set forth in Exhibit A attached hereto and made a part hereof by reference.
- B. Part-Time Employees
 - 1. Part-time employees working less than twenty (20) hours per week are not entitled to any fringe benefits.
 - 2. Part-time employees working twenty (20) hours or more per week on a schedule of not less than thirty-six (36) weeks annually shall receive prorated fringe benefits based on the ratio of scheduled hours per week to forty (40) hours per week.
- C. Pay increments for employees shall be based on calendar days.

ARTICLE XXIV

TERMINATION, CHANGE, OR AMENDMENT

This Agreement shall become effective on August 21, 1972 and remain in full force and effect through August 20, 1974. It shall automatically be renewed from year to year thereafter, unless either party shall give the other party written notice of desire to terminate, modify, or amend this Agreement. Such notice shall be given the other party in writing by registered mail sixty (60) days prior to its anniversary date.

SEAL

FOR THE BOARD:

BY _____
Chairman, Trustee

Secretary, Trustee

Director of Personnel

DATE: _____

FOR THE UNION:

BY _____
Business Manager

Steward

Secretary, Union

President, Union

DATE: _____

FOOD SERVICE EMPLOYEESSALARY CLASSIFICATION SCHEDULE EFFECTIVE 8-21-72

SALARY GROUP	CLASSIFICATION	HIRE RATE	6 MOS. MAXIMUM
I	B-1	\$3.10	\$3.45
	C-1		
II	B-2	2.95	3.10
	C-2		
	C-3		
III	C-5	2.70	2.95
IV	D-1	2.50	2.70

It is expressly understood that with the installation of the August 21, 1972 Salary Classification Schedule, Ardyce Hildebrand will be paid 15¢ per hour above the maximum for the cashiers position as long as she occupies this position. This rate shall be considered a red circle rate for the life of this contract.

FOOD SERVICE EMPLOYEESSALARY CLASSIFICATION SCHEDULE EFFECTIVE 7-1-73

<u>SALARY GROUP</u>	<u>CLASSIFICATION</u>	<u>HIRE RATE</u>	<u>6 MOS. MAXIMUM</u>
I	B-1	\$3.25	\$3.60
	C-1		
II	B-2	3.10	3.25
	C-2		
	C-3		
III	C-5	2.85	3.10
IV	D-1	2.65	2.85

EXHIBIT B

JOB CLASSIFICATION

SALARY GROUP

I	B-1	Pantryman (Girl)
	C-1	Short Order Cook
II	B-2	Assistant Pantryman (Girl)
	C-2	Assistant Short Order Cook
	C-3	Cashier
III	C-5	Line Set Up and Service
IV	D-1	Utility