

June 30, 1974

AGREEMENT BETWEEN THE BOARD OF TRUSTEES
OF THE SCHOOLCRAFT COMMUNITY COLLEGE DISTRICT

HEREINAFTER REFERRED TO AS THE BOARD

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL #547, AFL-CIO, HEREINAFTER REFERRED TO AS THE UNION.

Physical Plant Personnele Storekeepers

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

DATED: JULY 1, 1972

Schoolcraft Comm. College Dist. (Livonia)

TABLE OF CONTENTS

Preamble		i
ARTICLE	ITEM	PAGE
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	4
VIII	Initial Employment	4
IX	Contractual Work	5
X	Hours and Work Week	5
XI	Seniority	7
XII	Transfers and Promotional Procedure	8
XIII	Holidays	9
XIV	Vacations	9
XV	Sick Leave and Funeral Leave	11
XVI	Jury Duty	12
XVII	Insurance	12
XVIII	Visitation and New Jobs	13
XIX	Uniforms	13
XX	Discipline Discharge	14
XXI	Grievance Procedure	14
XXII	Severance Pay	16
XXIII	Retirement	16
XXIV	Classification and Compensation	17
XXV	Termination, Change or Amendment	18
EXHIBIT A	Salary Classification Schedule	19
EXHIBIT B	Salary Rate & Annual Earnings	20
EXHIBIT C	Job Descriptions	21

AGREEMENT BETWEEN

BOARD OF TRUSTEES OF SCHOOLCRAFT COMMUNITY

COLLEGE DISTRICT

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL #547, AFL - CIO

This Agreement entered into this first 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, 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 rates of pay, wages, hours of employment.
2. The term "employee" as used herein shall include all Physical Plant personnel and storekeepers as listed in Exhibit A, excluding all office clerical, professional and supervisory employees.

B. Union Security

1. It shall be a condition of employment that all permanent employees of the Employer 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 on or before the 31st day following the effective date of this agreement or the signing date of this agreement, whichever shall be later, become and 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 reopen negotiations pertaining to Union Security when the laws applicable thereto have been changed by giving the other party thirty (30) days written notice.
4. In the event the Union refuses to accept any person so hired as a member, said persons may continue in employment.

ARTICLE I (cont'd)

C. Check-Off

1. The Board shall deduct from the wages of employees 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 Physical Plant 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, national origin, age or sex.

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. The employment and assignment of such students shall not result in the termination of any employee now or hereafter employed in a classification subject to this Agreement.
 - 2. Schoolcraft students employed under College Work Study or other Federally Funded Programs or employed for a specific job function of a limited duration not to exceed one hundred (100) days, shall not be covered by the provisions of this Agreement provided that their rates of pay do not exceed the rates of this contract.

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.

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 10:30 p.m. Sunday and ending one hundred-sixty eight (168) hours thereafter.
2. The normal work day shall be eight and one-half (8 1/2) consecutive hours, which shall include one-half (1/2) hour unpaid lunch period.
3. Normally established hours and days of work schedules shall not be changed without two (2) week notice. When schedule changes occur said changes shall be rebid for shift preference.

B. There shall be two fifteen (15) minute rest periods allocated at a time designated by the supervisors. The rest periods shall not be consecutive with starting times, lunch times, or quitting times.

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 time and one-half his regular rate or a minimum of four (4) hours pay at his straight time hourly rate, whichever is the greater.

D. Distribution of Overtime

1. Overtime shall be divided and rotated as equally as possible within the classification according to seniority and among those employees who regularly perform such work, provided they are qualified to perform such work, and in accordance with the following procedures:

ARTICLE X (cont'd)

HOURS AND WORK WEEK

following procedures:

- a. Overtime shall be taken in turn by classification seniority.
- b. All overtime hours worked (not hours paid) shall be recorded. Other premium hours (Holidays, Sundays, etc.) shall not be counted.
- c. If a man refuses overtime he shall be credited only with the hours he refused. Refusal by reason of funeral, death in family, wedding, or steward on union business shall not be counted.
- d. An employee previously scheduled to work overtime is not called unless he is behind.
- e. An employee off sick or on vacation is not called to work overtime. He must work one shift before being called.
- f. A man who is behind receives all overtime until he is caught up.
- g. An Employer shall have the right to extend the shift rather than call a man in.

E. Shift Differential

1. Employees who are regularly scheduled to start work between the hours of 11:00 a.m. and 7:00 p.m. will receive an afternoon shift differential of twenty (20¢) cents for all hours worked that day. Employees who are regularly scheduled to start work between the hours of 7:00 p.m. and 4:00 a.m. shall receive a midnight premium of twenty-five (25¢) cents for all hours worked that day.

ARTICLE XI

SENIORITY

- A. Employees shall be regarded as probationary employees for the first ninety (90) days of active employment. Layoff 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 in a lower classification; 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 purposes 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.
- 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

ARTICLE XI (cont'd)

when union business requires more than than the usual amount of time.

- I. Lateral transfers within the highest classifications shall be made on the basis of classification seniority before promotions are made.
- J. 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.

Any employee temporarily transferred 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 the higher.

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 for the following holidays (*), even though no work is performed by the employee:

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

There shall be one additional floating day each year of the contract; the Monday following the end of the summer term shall be a holiday unless it interferes with the operation of the College and in which event anytime that will be agreed to between the Union and the College.

- 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 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 thru 10:30 p.m. the day of the holiday.

ARTICLE XIV

VACATIONS

As of the beginning of each fiscal year, ie; July 1, an employees' prior service shall be reviewed and vacation time for the upcoming fiscal year shall be granted on the following basis.

1. If an employee was hired as of July 1 through December 31 of any preceeding fiscal year, he shall receive credit for vacation purposes of one (1) years service.

ARTICLE XIV (cont'd)

VACATIONS

2. If an employee was hired as of January 1 through June 30 of any preceeding fiscal year, he shall receive credit for vacation purposes of one-half (1/2) years service.
3. If an employee has one-half (1/2) years of service as of July 1, he shall receive 5 days of paid vacation in the current fiscal year. If he shall have one year through 4 years service as of July 1, he shall receive 10 days paid vacation in the current fiscal year. If an employee has 4 and 1/2 years of service through 8 years, he shall receive 15 days paid vacation in the current fiscal year. If he has 8 1/2 or more years of service he shall receive 20 days paid vacation.

Said vacation must be used during the fiscal year, July 1 through June 30 with a 4 month grace period extending until October 31. Employees working less than 12 months per year or 40 hours per week shall receive vacation allowance on a pro rata basis.

To be eligible for a vacation, an employee must have worked eighty (80) per cent of his regularly scheduled working hours.

Employees terminating employment, failing to qualify for full vacations, or on a leave of absence shall receive pro rata vacation allowance based upon 1/2 of the vacation pay for each month, or major fraction thereof, between the common anniversary date (July 1) and his termination date.

Vacations will, insofar as possible, be granted at times most desired by employees according to their seniority as follows: Vacation request shall be submitted during the last two weeks of February. The annual vacation schedule shall be posted prior to March 31. Choice of vacation shall be honored on a basis of seniority within classification unless otherwise agreed to by the Union. There shall be no forced vacations. Unposted vacation time may be taken provided the Employer approves and there is no conflict with posted vacation time. When requested, if an employee becomes ill prior to or is hospitalized during his vacation, his vacation will be rescheduled as unposted vacation time after proof of illness or hospitalization is produced.

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 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.
- 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 by exposure to contagious disease, the presence of the employee at his employment position would jeopardize the health of others. The employee must notify the College of sickness in accordance with the College's reporting procedures. Failure to do so shall result in the loss of pay for alleged sick day unless an acceptable reason is given for failure to notify.
- 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 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 two (2)

ARTICLE XV (cont'd)

SICK LEAVE AND FUNERAL LEAVE

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 Employer 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. (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 Plant Operations, 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 College and its students.

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 full-time members of the bargaining unit are required to wear uniforms approved by the College.

Each employee will be furnished three (3) uniforms (pants and shirt or dress) within ninety (90) days of hiring.

Thereafter each employee will receive a \$100 annual allowance for replacement and maintaining of uniforms.

Payment of the annual allowance shall be made on June 30, and shall be prorated on hiring 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. Incompetency or inefficiency.
6. Insubordination.
7. Bringing intoxicants or narcotics into or consuming intoxicants or narcotics on any College property, or reporting for work under the influence of intoxicating liquor or narcotics in any degree whatsoever.
8. Neglect of duty.
9. Negligence or willful damage to public property, waste, or misappropriation of public supplies or equipment.
10. Violation of any lawful regulation or order made (by a supervisor).
11. Willful violation of any provisions of this contract.
12. 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 request the supervisor to call the steward.

GRIEVANCE PROCEDURE

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 grievance shall be submitted to the Supervisor of Custodians or the Supervisor of Maintenance within seven (7) calendar days from the date of Step One, (A) above. The grievance shall be answered within seven (7) calendar days.

Step Three

- A. An appeal from Step Two shall be transmitted to the Director of Plant Operations within seven (7) calendar days.
- B. The Union Representative shall meet with the Director of Plant Operations to discuss the grievance within seven (7) calendar days of its written submission.
- C. The Director of Plant Operations shall give his decision in writing within seven (7) calendar days.

Step Four

- A. Any appeal of a decision rendered by the Director of Plant Operations shall be presented to the Director of Personnel within seven (7) calendar days 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 Plant Operations was not satisfactory.
- B. The Director of Personnel shall answer the grievance within seven (7) calendar days.

Step Five

Should the Union choose to proceed to arbitration they shall, within fifteen (15) days of receipt of the answer in step four (4), submit a written request for arbitration to the Director of Personnel.

The parties shall agree upon an arbitrator within seven (7) calendar days. If they cannot reach an agreement the

ARTICLE XXI (cont'd)

GRIEVANCE PROCEDURE

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 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 Physical Plant 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 specify the terms of a new agreement, 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

SEVERANCE PAY

After ten (10) years of service, any member of the Physical Plant staff upon severance due to retirement or death shall receive a severance benefit in an amount of \$600.00. Additional severance credit may be earned at the rate of \$10.00 for each additional calendar month of employment. In no case would the maximum payment exceed \$1,800.00. Payment in the case of a deceased employee will be made to the beneficiary or to the estate of the deceased.

ARTICLE XXIII

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), except that year to year extensions may be granted, if approved by the President.

ARTICLE XXIV

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 shall receive prorated fringe benefits based on the ratio of hours actually worked per week to forty (40) hours per week.
- C. Pay increments for employees shall be based on calendar days.

ARTICLE XXV

TERMINATION, CHANGE, OR AMENDMENT

This agreement shall become effective on July 1, 1972, and remain in full force and effect until June 30, 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, Board of Trustees

Secretary, Board of Trustees

Director of Personnel

DATE:

FOR THE UNION:

BY _____

Business Agent

Steward

DATE:

EXHIBIT A

PHYSICAL PLANT

SALARY CLASSIFICATION SCHEDULE

<u>CLASSIFICATIONS</u>	<u>FIRST YEAR</u>		<u>SECOND YEAR</u>	
	<u>1972-73 RATES</u>		<u>1973-74 RATES</u>	
	<u>HIRE</u>	<u>6 MOS.</u>	<u>HIRE</u>	<u>6 MOS.</u>
<u>MAINTENANCE</u>	4.33	4.86	4.53	5.06
<u>UTILITY I</u>	3.80	4.33	4.00	4.53
<u>SHIFT LEADER</u>	3.80	4.33	4.00	4.53
<u>UTILITY II</u>	3.43	3.96	3.63	4.16
<u>UTILITY III</u>	3.00	3.53	3.30	3.83
<u>STOREKEEPER</u>	3.70	4.23	3.90	4.43

EXHIBIT B

PHYSICAL PLANT

SALARY RATE AND ANNUAL EARNINGS

<u>HOURLY RATE</u>	<u>ANNUAL RATE</u>
\$3.00	\$6,240
3.30	6,864
3.43	7,134
3.53	7,342
3.63	7,550
3.70	7,696
3.80	7,904
3.83	7,966
3.90	8,112
3.96	8,237
4.00	8,320
4.16	8,653
4.23	8,798
4.33	9,006
4.43	9,214
4.53	9,422
4.86	10,109
5.06	10,525

EXHIBIT C

MAINTENANCE

(General, Heating & Ventilation,
Carpentry, Electrical, Pipe Fitter
and Motor Mechanic)

Under direct supervision, performing skilled work in each of the above sub-classifications but specializing in one of them, involving all buildings, yards and grounds, machinery, equipment, furniture and vehicles.

UTILITY I

Under direct supervision, to perform semi-skilled work involving all buildings, yards and grounds, machinery, equipment, furniture and vehicles.

UTILITY II

Under direct supervision, to perform unskilled and semi-skilled work required for the routine cleaning and upkeep of buildings, grounds and equipment.

UTILITY III

Under direct supervision to perform routine cleaning and housekeeping tasks required for continuous operation of all campus facilities to maintain sanitary and safety standards. This classification shall not be assigned any power equipment nor to work any higher than off a 4' ladder.

SHIFT LEADER

Under direct supervision, responsible for assigning work and obtaining materials for the work to be performed.

STOREKEEPER

Under direct supervision, responsible for receiving, distribution, handling, shipping and record keeping of materials.