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1987-1990
MASTER AGREEMENT
BETWEEN THE
BOARD OF EDUCATION
ARMADA AREA SCHOOL DISTRICT
ARMADA, MICHIGAN
AND THE
ARMADA BUS DRIVERS, MECHANICS, AND CAFETERIA EMPLOYEES
LOCAL 1840 AFSCME, AFL-CIO

Armada Area Schools

LABOR AND INDUSTRIAL
RELATIONS COLLECTION
Michigan State University

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AGREEMENT

This Agreement entered into this first day of July, 1987 between the Board of Education of Armada Area Schools, Macomb and St. Clair Counties, Michigan, hereinafter referred to as the "Employer" and Armada Bus Drivers, Mechanics and Cafeteria Employees, Chapter of Local 1840, affiliated with Council Number 25 of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union".

ARTICLE 1: RECOGNITION

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment for the term of this Agreement of all Transportation employees, including Mechanics, and full-time and part-time Cafeteria personnel employed by the Employer, EXCLUDING all substitute and temporary employees, supervisory personnel, and all other employees.

ARTICLE 2: BOARD RIGHTS

The Board on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself without limitation 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 right.

1. To the executive management and administrative control of the school system and its properties and facilities, and the activities of the employees.
2. To hire all employees, and subject to the provisions of law, to determine their qualifications, the conditions of their continued employment, their dismissal or demotion, and to promote and transfer all such employees.
3. To establish all bus routes and athletic, recreational, or education field trips.
4. To decide upon the means and methods of transportation, the selection of buses and all other materials and equipment.
5. To determine bus schedules, the hours, duties, responsibilities and assignments of drivers and other employees.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Board, the adoption of policies, reasonable rules, regulations and practices, and furtherance therewith shall be limited only by the specific and expressed terms of the Agreement and then only to the extent such 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.

ARTICLE 3: AID TO OTHER UNIONS AND UNION ACTIVITIES

The Employer will not aid, promote, or finance any labor group or organization which purports to engage in collective bargaining or make any agreement with any such group or organization for the purpose of undermining the Union.

It is understood that employees shall not engage in union activities during regular working hours that distract from their duties except as it is necessary to discuss a grievance in accordance with the procedure established.

ARTICLE 4: UNION SECURITY

Requirement of Union Membership:

1. Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be required as a condition of continued employment to continue membership in the Union for the duration of this Agreement.
2. Employees covered by this Agreement who are not members of the Union at the time it becomes effective shall be required as a condition of continued employment to become members of the Union or pay a service fee equal to Union dues for the duration of this Agreement, on or before the thirtieth (30th) day following such effective date.
3. Employees hired, rehired, reinstated or transferred into the Bargaining Unit after the effective date of this Agreement and covered by this Agreement shall be required as a condition of continued employment to become members of the Union or pay a service fee equal to the amount of Union dues for the duration of this Agreement, on or before the thirtieth (30th) day following the beginning of their employment in the unit.
4. An employee who shall tender an initiation fee -- (if not already a member) and the periodic dues uniformly required as a condition of acquiring or retaining membership shall be deemed to meet the conditions of this section.
5. Employees shall be deemed to be members of the Union without the meaning of this section if they are not more than sixty (60) days in arrears in payment of membership dues.

ARTICLE 5: UNION DUES

Employees shall tender the initiation fee and monthly membership dues by signing the authorization for check-off of dues form.

Check-Off Forms: During the life of this Agreement and in accordance with the terms of the Form of Authorization of Check-off Dues hereinafter set forth, the Employer agrees to deduct Union membership dues levied in accordance with the Constitution and By-laws of the Union from the pay of each employee who executes or has executed the Authorization for Check-off of Dues Form Appendix A.

1. When Deduction Begins: Check-off Deductions under all properly executed Authorization for Check-off of Dues Form shall become effective at the time the application is signed by the employee and shall be deducted from the first pay of the month and each month thereafter.
2. Remittance of Dues to Financial Officer: Deductions for any calendar month shall be remitted to the designated financial officer of the Local Union with a list for whom dues have been deducted within ten (10) days thereafter.
3. Termination of Check-Off: An employee shall cease to be subject to check-off deductions beginning with the month immediately following the month in which he is no longer a member of the bargaining unit. The Local Union will be notified by the employer of the names of such employees following the end of each month in which the termination took place.
4. Disputes Concerning Membership: Any dispute arising as to an employee's membership in the Union shall be reviewed by the designated representatives of the employer and a representative of the Local Union, and if not resolved may be decided at the final step of the grievance procedure.

ARTICLE 6: UNION REPRESENTATION

It is mutually recognized that the principal of proportional representation which reflects the increase and decrease in the work force is a sound and sensible basis for determining proper representation.

1. Stewards and Alternate Stewards:

- (a) Chapter Chairman
- (b) Steward

ARTICLE 7: SPECIAL CONFERENCES

1. Special Conferences for important matters will be arranged between the Local Chapter Chairman and the Employer or its designated representative upon the request of either party. Such meetings shall be between at least two representatives of the Union and two representatives of management.

Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conference shall be confined to those included in the agenda. Conferences shall be held between the hours of 9:00 a.m. and 4:00 p.m. The members of the Union shall not lose time or pay for time spent in such special conferences. This meeting may be attended by a representative of the Council and/or a representative of the International Union.

2. The Union representative may meet at a place designated by the employer on the Employer's property for at least one-half hour immediately preceding the conference with the representatives of the Employer for which a written request has been made.

ARTICLE 8: GRIEVANCE PROCEDURE

Time of Answers

A grievance is a matter involving the violation, misinterpretation or misapplication of a specific section of this Agreement. The grievance must be presented in writing by the Steward to the immediate supervisor within ten (10) working days of his knowledge of its occurrence.

Any employee having a grievance in connection with his employment shall present it to the Employer as follows:

Step One:

1. If an employee feels he has a grievance he shall discuss the grievance with the steward.
2. The steward may discuss the grievance with the immediate supervisor.
3. If the matter is thereby not disposed of within five (5) working days, it will be submitted in written form by the steward to the immediate supervisor.
4. The immediate supervisor shall answer, in writing, the grievance within five (5) working days.

Step Two:

If the grievance remains unsettled, it shall be presented by the Chapter Chairperson, in writing, to the Superintendent or his designee within seven (7) working days after the response of Step Two is due. The Superintendent or his designee shall respond, in writing, to the Chapter Chairperson within ten (10) working days.

Step Three:

If the answer at Step Two is not satisfactory, the Union may within ten (10) days submit the grievance in writing to the Board of Education who shall hear the grievance at the next regular scheduled Board meeting, and shall respond in writing to the Chapter Chairman within ten (10) days after said meeting.

Step Four:

If a satisfactory disposition of the grievance is not reached as a result of the procedure at Step Three above, the Union may within thirty (30) days submit the grievance to the American Arbitration Association, who will act as Administrator of the proceedings under their rules and regulations, and the arbitrators award shall be final and binding upon the Union and the Employer.

1. Powers of the Arbitrator:

It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make a recommendation in cases of the specific articles and sections of this Agreement.

- (a) He shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.
- (b) He shall have no power to establish new wage scales or change any wage established in this contract.
- (c) He shall have no power to change any practice, policy, or rule of the Board, except as these practices, policies, or rules are in violation of this contract. His powers shall be limited to deciding whether the Board has violated, misinterpreted, or misapplied articles or sections of this agreement, and he shall not imply obligations and conditions binding upon the Board from this Agreement, it being understood that any matter not specifically set forth herein remains within the reserved and legal rights of the Board.
- (d) Should either party dispute the arbitrability of any grievance under the terms of this agreement, the arbitrator shall first rule on the question or arbitrability. Should it be determined that the matter is not arbitrable, it shall be referred back to the parties without recommendation on its merits.
- (e) The fees and expenses of the arbitrator shall be shared equally by the Board and the Union. All other expenses shall be borne by the party incurring them. Neither party shall be responsible for the expenses of witnesses called by the other.

Nothing contained herein shall be deemed to abrogate or limit the rights guaranteed by existing statutes.

ARTICLE 9: DISCHARGE AND SUSPENSION

1. Notice of Discharge or Suspension

The Employer agrees promptly upon the discharge or suspension of an employee to notify in writing the steward in the district of the discharge or suspension.

2. The discharged or disciplined employee will be allowed to discuss his discharge or discipline with the steward of the district. Upon request the Employer or his designated representative will discuss the discharge or discipline with the employee and the steward.

3. Appeal of Discharge or Suspension

Should the discharged or suspended employee or the steward consider the discharge to be improper, a complaint shall be lodged through the regular grievance procedure.

ARTICLE 10: SENIORITY-PROBATIONARY EMPLOYEES

1. New employees hired in the unit shall be considered as probationary employees for the first sixty (60) working days of their employment. The sixty working days probationary period shall be accumulated within not more than one school year. When an employee finished the probationary period, he shall be entered on the seniority list of the unit and shall rank for seniority from the day sixty working days prior to the day he completed the probationary period. There shall be no seniority among probationary employees.
2. The Union shall represent probationary employees for the purposes of the collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment as set forth in Section I of this Agreement except discharged and suspended employees for other than Union activities.
3. Seniority shall be on Bargaining Unit basis in accordance with the employee's last date of hire.
4. Seniority shall not be affected by the race, sex, marital status or dependents of the employee.
5. The seniority list on the date of this Agreement shall show the names and job titles of all employees of the unit entitled to seniority.
6. The Employer will keep the seniority list up to date, and will provide the local Chapter Chairperson with up-to-date copies at the beginning of the school year.

ARTICLE 11: LOSS OF SENIORITY

An employee shall lose his seniority for the following reasons:

1. He quits or retires.
2. He is discharged and the discharge is not reversed through the grievance procedure.
3. He is absent for five (5) consecutive working days without notifying the employer. Such absence results in automatic discharge and the employer will send written notification to the employee at his last known address that his employment has been terminated and he has lost seniority.

4. If he does not return to work when recalled from layoff as set forth in the recall procedure.
5. Return from sick leave and leaves of absence will be treated the same as three (3) above.

ARTICLE 12: SENIORITY OF STEWARDS

Notwithstanding their positions on the seniority list, stewards shall, in the event of a layoff of any type, be continued at work as long as there is a job in the district which they can perform and shall be recalled to work in the event of a layoff on the first open job in the district which they can perform.

ARTICLE 13: SENIORITY OF OFFICERS

Notwithstanding their position on the seniority list, the Chapter Chairperson, Recording Secretary, and Chief Steward of the Local Union shall, in the event of a layoff only, be continued at work at all times, provided they can perform any of the work available.

ARTICLE 14: SUPPLEMENTAL AGREEMENTS

All proposed supplemental agreements shall be subject to Good Faith negotiations between the Employer and the Union. They shall be approved or rejected within a period of twenty (20) days following the conclusion of negotiations.

ARTICLE 15: LAYOFF DEFINED

1. The word "layoff" means a reduction in the working force due to a decrease of work, or operating funds.
2. If it becomes necessary for a layoff, the following procedure will be mandatory. Probationary employees will be laid off on a District basis. Seniority employees will be laid off according to seniority as defined in Section 13(c), 17 and 18. In proper cases exceptions may be made. Disposition of these cases will be a proper matter for special conference and if not resolved, it shall then be subject to the final step of the grievance procedure (Arbitration).
3. Employees to be laid off for an indefinite period of time will have at least seven (7) calendar days notice of layoff except in short term layoffs caused by an emergency situation. The Local Union secretary shall receive a list from the Employer of the employees being laid off on the same date the notices are issued to the employees.

ARTICLE 16: RECALL PROCEDURE

1. When the working force is increased after a layoff, employees will be recalled according to seniority within their own classification, as defined in Section 13(c), 17 and 18. Notice of recall shall be sent to the employee at his last known address by registered or certified mail. If an employee fails to report to work within ten (10) days from date of mailing of notice of recall, he shall be considered a quit.
2. The recall list shall be maintained by the Employer for a period of three (3) years or length of seniority, whichever is greater. Thereafter, an employee shall lose his right to recall.

ARTICLE 17: VACANCIES

The School District will publicize vacancies within the bargaining unit by posting in the Bus Garage and all kitchens.

Consideration for a vacancy shall be within the Job Classification (Bus Drivers and Cafeteria Employees). Should the vacancy not be filled within the classification, employees from other classification will be awarded the position prior to new hires, provided they meet the qualifications.

Cafeteria: At the beginning of the school year, cafeteria positions shall be bid on the basis of seniority and other qualifications. When a vacancy occurs in the Cafeteria, the position shall be posted at least five (5) days prior to assignment. Employees may bid for a change in assignment. If more than one person bids within the job classification, the position will be awarded on the basis of seniority.

Bus Drivers: At the beginning of the school year, routes shall be bid on the basis of seniority and other qualifications. If during the year a bus run, a special education or other run becomes available, it shall be posted in the building by the bus supervisor at least one week prior to assignment so a driver wanting said run may apply. The run shall be given to the applicant with the most seniority who is otherwise qualified. If a driver leaves a run, there will be a mutually agreeable date to implement the changeover.

ARTICLE 18: LEAVES OF ABSENCE

1. Leaves of Absence without pay for periods not to exceed one (1) year will be granted, in writing, for the following reasons:

- (a) Maternity Leave
- (b) Illness Leave (physical or mental)
- (c) Prolonged Illness in the Immediate Family
- (d) For any other personal reasons including child care as approved by the Board.

Upon written application, at least ninety (90) days prior to the expiration of the leave, the Superintendent may at his discretion extend the leave for one additional year.

- 2. Employees shall be returned to the position they held at the time the leave of absence was granted, or to a position to which his or her seniority entitles them.
- 3. On leave of absence for three (3) months or less, employees shall retain all fringe benefits paid by the Board.
- 4. Members of the Union elected to attend a function of the Council or International Union, such as conventions or educational conferences, shall be allowed time off to attend such conferences and/or conventions.
- 5. An employee granted a leave of absence for a full semester or more must give written notice to the Superintendent at least thirty (30) calendar days prior to the expiration of his leave that he expects to return at the expiration of his leave.
- 6. An employee who accepts other employment while on leave of absence shall be discharged from the district.

ARTICLE 19: JURY DUTY

1. An employee who serves on Jury Duty will be allowed time off the job for such service and be paid the difference between Jury Duty pay and their regular pay.
2. The Board shall pay the difference between regular pay and witness fees for an employee who is subpoenaed to Court for school related matters only.

ARTICLE 20: WORKERS' COMPENSATION

Each employee will be covered by the applicable Workers' Compensation laws.

ARTICLE 21: UNION BULLETIN BOARD

1. The Employer will provide a bulletin board in the transportation area which may be used by the Union for posting notices of the following types:
 - (a) Notices of Recreational and Social Events
 - (b) Notices of Elections
 - (c) Notices of Results of Elections
 - (d) Notices of Meetings

ARTICLE 22: FIELD TRIPS AND ATHLETIC TRIPS

1. Bus drivers wishing to be included in consideration for field trips and athletic trips shall sign up at the beginning of the year. New drivers may be added as they complete sixty (60) working days of employment.
2. Field trips and athletic trips will be allotted to those on the list on a rotation basis except when, in the judgement of the bus supervisor, the driver does not have the necessary qualifications for safely driving the bus in the area for the field trips, (such as areas of Detroit, etc...).
3. Field trips and athletic trips will be assigned three (3) working days in advance and posted at the time of the assignment. It is mutually agreed, however, that on rare occasions that might not be possible.
4. Drivers accepting the assignment must initial the assignment sheet indicating their acceptance within eight (8) hours of the posting. Drivers are urged to notify the supervisor as early as possible if they do not intend to accept the assignment.

If a driver has not accepted the assignment within twenty-four (24) hours of the scheduled time of the trip, the trip may be assigned at the discretion of the bus supervisor, and the driver so assigned shall take the trip.
5. Drivers refusing an assignment shall lose their turn until their name comes up again on the rotation schedule.
6. Should a field trip be cancelled, the driver affected shall become eligible for the next available trip not already assigned.
7. Drivers will be paid one (1) hour at field trip rate of pay if a field trip for which they are scheduled is cancelled without notifying the driver and the driver reports for the trip.

8. Overnight Trips: With the exception of the Senior Class Trips, drivers will be paid for eight (8) hours per day for overnight trips plus three (3) meals per day and lodging.
9. A bus driver driving a field trip or athletic trip in lieu of his regular run shall receive his regular salary or field trip pay, whichever is greater.
10. Meal Allowance: Breakfast, \$2.00; Lunch, \$3.50; Dinner, \$4.50.

ARTICLE 23: SICK LEAVE

1. All drivers and cafeteria employees covered by this Agreement shall accumulate one (1) sick day per month not to exceed ten (10) days per year with accumulation to one hundred and fifteen (115) days. An employee while on sick leave or pregnancy disability will be deemed to be on continued employment for the purposes of computing all benefits referred to in this Agreement and will be construed as days worked specifically.
2. The mechanic shall receive the same benefits as a twelve (12) month employee.
3. After fifteen (15) years of service, an employee shall receive fifty (50) percent of accumulated sick days paid upon retirement or death.
4. Transportation and Cafeteria employees returning from a sick leave of more than five (5) days will be required, on request, to verify their ability to work. Also, the Board shall have the right to request medical verification after five (5) non-consecutive days of sick time.
5. All unused sick, vacation and personal days shall be reported to each employee, a minimum of once a year.

ARTICLE 24: FUNERAL LEAVE

Each Transportation and Cafeteria employee shall be granted time necessary, not to exceed three (3) days for a death in the immediate family without loss of pay. Immediate family is defined as husband, wife, children, father, mother, father-in-law, mother-in-law, brother, sister, grandparent and grandchildren or any person living in the employee's household.

ARTICLE 25: PERSONAL LEAVE

1. Drivers and Cafeteria employees shall be granted a maximum of two (2) days per year with pay not deducted from sick leave in which the employee may conduct personal affairs which cannot be handled outside of the working day, the same to be requested in writing and approved by the supervisor.
2. Mechanic shall receive the same benefits as a twelve (12) month employee.

ARTICLE 26: LIFE INSURANCE

The Employer agrees to pay the full premium of term life insurance for each Transportation employee, face value of \$15,000.00 while employed or laid off.

The Board will provide \$10,000.00 of term group life insurance for all six (6) hour Cafeteria employees in the bargaining unit and \$7,500.00 of term group life insurance for all three (3) to five (5) hour Cafeteria employees payable to their designated beneficiary.

ARTICLE 27: HOSPITALIZATION, DENTAL, VISION

1. Transportation employees shall receive full family coverage for twelve (12) months, the same Blue Cross/Blue Shield coverage the teachers have, paid by the Employer in accordance with the following schedule:

Mechanic and Drivers with 4 trips or more per day - 100% paid
Drivers with 2 to 3 trips per day - 75% paid

Full-time cafeteria cooks shall receive single subscriber coverage for twelve (12) months. These employees, at their own expense, shall have the option to apply the amount of single family Blue Cross/Blue Shield to full family coverage.

2. Dental Insurance: Drivers and their families shall receive for twelve (12) months, the same Dental Insurance until they are driving 4 trips per day.

Mechanic shall have the same coverage as a twelve (12) month employee.

3. Vision Insurance: Vision insurance will be furnished to Drivers and premiums paid by Employer as follows:

Mechanic and 4-trip drivers - 100% premium paid
2-3 trip drivers - 75% premium paid

4. Full-time Transportation employees shall have the option of an annuity plan in lieu of any or all of the following: Blue Cross/Blue Shield - 80%, Dental Coverage, Vision Coverage.

ARTICLE 28: INCLEMENT WEATHER

Drivers shall be paid their regular days pay for all days school is cancelled or buses are not available.

Cafeteria employees shall be paid their regular days pay for all days school is cancelled.

Mechanic shall receive the same as twelve (12) month employee (Custodial/Maintenance).

ARTICLE 29: PHYSICAL EXAMINATIONS

Drivers shall comply with state laws requiring physical examinations unless additional physicals are requested by the Board of Education. The Board of Education may designate the physician; the Board will pay thirty-five (\$35.00) dollars of the charges.

Cafeteria employees shall comply with state laws and are required to submit a T.B. report to the Superintendent's office.

ARTICLE 30: MISCELLANEOUS

1. The drivers shall have space allotted as a waiting room and may use such space for meetings.
2. The Employer will continue to make payroll deductions for employees.
3. The Employer shall pay the regular hourly rate for drivers safety school. However, the driver must attend at least eight (8) hours of instruction per year to be eligible for payment.

4. The Board will pay the full cost of chauffer's license for each driver.
5. A \$30.00 uniform allowance shall be paid following the second month of school for full-time Cafeteria employees (6 hour) and \$10.00 for 3-5 hour Cafeteria employees and after the probationary period for new Cafeteria employees. If uniforms are ordered through the school, and the cost is less than \$30.00 and \$10.00, the difference shall be paid to the employee.

ARTICLE 31: HOLIDAYS

1. Drivers shall be paid for the following holidays:

New Year's Day
 Good Friday
 Christmas Day
 Thanksgiving Day
 Friday following Thanksgiving
 Memorial Day

2. Mechanic shall be paid for the following holidays:

Labor Day	Day before New Year's
Thanksgiving	New Year's Day
Day after Thanksgiving	Good Friday
Day before Christmas	Memorial Day
Christmas Day	July 4th

3. Cafeteria employees shall be paid for the following holiday:

Christmas Day

Employees shall be required to work the last scheduled work day preceeding the holiday and first scheduled work day following the holiday to receive holiday pay, except when an employee is on a paid sick leave day the preceeding or following scheduled work day.

Vacations:

Mechanic to receive the following fringe benefit in addition to this Contract as a twelve (12) month employee:

All vacations of any mechanic shall be governed by the transportation Supervisor and Superintendent or his designee in reference to the time of year vacations are taken, one week at any time.

Mechanics shall be eligible for paid vacations as follows:

<u>Duration of Employment</u>	<u>Vacation Earned</u>
1 year	1 week
2 years	2 weeks
3 years	2 weeks & 1 day
4 years	2 weeks & 3 days
5 years	3 weeks
11 years	4 weeks

ARTICLE 32: HOURS OF WORK/CAFETERIA

1. A full time cook shall be defined as someone who works six (6) hours or more and shall receive the full time cook's wages as defined under Article 34 - Wages.
2. A part time assistant to the cook shall be defined as someone who works less than six (6) hours per day and shall be paid at the part time rate under Article 34 - Wages.
3. A part time assistant to the cook who actually works (meetings not included) a particular day of six (6) hours or more shall be paid at the rate of a six-hour day as defined under Article 34 - Wages.
4. Working hours shall be established and assigned by seniority by the Cafeteria Supervisor.
5. Selection of Cafeteria employees for extra assignments (banquets, extra projects, etc.) shall be made on the basis of seniority on a rotation basis. The number of employees shall be determined by the Cafeteria Supervisor on the basis of the size of the project. Work for extra assignments shall be done so it does not interfere with the regular school lunch program, and in most cases, shall begin following the regular (6 hour) work day.

Cafeteria employees shall be paid regular full-time wages plus \$1.00 per hour for extra assignments.

6. For Senior Citizen assignments when school is not in session, Cafeteria employees will be paid at the regular full time wage plus \$1.00 per hour.
7. Insofar as is possible, the Cafeteria Supervisor shall maintain a list of qualified substitute workers. With the exception of vacations or extended illness, whenever a full-time cook is absent, a part-time assistant to the cook will be offered her assignment, according to seniority by school, before any substitute workers.

Substitutes shall receive substitute pay regardless of how many hours worked.

ARTICLE 33: WAGES

		<u>1987-88</u>	<u>1988-89</u>	<u>1989-90</u>
Transportation:	Per Trip	\$ 9.57	\$10.15	\$10.75
	Probationary	8.56	9.08	9.62
	Hourly	8.56	9.08	9.62
	Field Trip	7.63	8.09	8.58
	Mechanic	9.91	10.77	11.42
Cafeteria:	Substitute	4.57	4.84	5.13
	Probationary	4.83	5.12	5.43
	Part-time	5.05	5.35	5.67
	Regular	5.83	6.18	6.55

ARTICLE 34: TERMINATION AND MODIFICATION

This Agreement shall continue in full force and effect until 11:59 p.m. June 30, 1990. This Agreement will be retroactive for all Transportation and Cafeteria employees to July 1, 1987.

- (a) If either party desires to amend and/or terminate this Agreement, it shall, sixty (60) days prior to the above termination date, give written notification of same.
- (b) If neither party shall give notice, this Agreement shall continue in effect from year to year thereafter, subject to notice of amendment or termination by either party or sixty (60) days written prior to the current year's termination date.
- (c) If notice or amendment of this Agreement has not been given in accordance with the paragraphs, this Agreement may be terminated by either party on ten (10) days written notice of termination.
- (d) Any amendments that may be agreed upon shall become and be a party of this Agreement without notifying or changing any of the other terms of this Agreement.
- (e) Notice of Termination or Modification: Notice shall be in writing and shall be sufficient if sent by certified mail, addressed, if to the Union to 23855 Northwestern Hwy., Southfield, MI 48075 and if to the Employer, addressed to 23550 Armada Center Road, Armada, MI 48005, or to any such address as the Union or the Employer may make available to each other.

In witness thereof, the parties hereto have caused this instrument to be executed on the day and first above written.

EMPLOYER

UNION

President

Representative

Secretary

Representative

Representative

APPENDIX A

AUTHORIZATION FOR PAYROLL DEDUCTION OF DUES

TO: ARMADA AREA SCHOOLS

FROM: (Please print) _____
Last Name First Name Middle Name
(Soc. Sec. #) _____ - _____ - _____

Effective _____, I hereby request and authorize you to deduct from my earnings the current initiation fee being changed by AFSCME, Local _____ and effective the same date to deduct from my earnings the first pay period of each month a sufficient amount to provide for the regular payment of the current rate of monthly Union dues, as certified by the Union. The amount deducted shall be paid by the treasurer of Local _____ of the American Federation of State, County and Municipal Employees. This authorization shall remain in effect unless terminated by me upon written notice to the Union and the Employer thirty (30) days prior to the intended termination date.

Employee's Signature

Address

City State Zip

APPENDIX B

LETTER OF UNDERSTANDING - (Signed 8-17-84)

The parties do hereby agree that in the event of a layoff in the Armada School Transportation and Cafeteria Department, regular laid-off employees shall be called as substitutes before any other substitutes are called to work.

