

AGREEMENT

between

LAKESHORE PUBLIC SCHOOLS

5771 Cleveland Avenue
Stevensville, Mi

and the

INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 324 - A, B, C, D, G, H, P, RA, S - AFL-CIO

500 Hulet Drive
Bloomfield Township, MI 48302

PARAPROFESSIONALS AND BUS DRIVERS
BARGAINING UNIT

September 27, 2013—June 30, 2016

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A G R E E M E N T

This Agreement is entered into on September 27th, 2013, by and between the International Union of Operating Engineers, Local 324 – A, B, C, D, G, H, P, RA, S – AFL-CIO, (the “Union”), and the Board of Education of the Lakeshore Public Schools, (the “Employer”).

ARTICLE 1

PURPOSE

- 1.1 The Employer and the Union recognize their rights and obligations pursuant to the Michigan Public Employment Relations Act, and the statement of policy contained therein.
- 1.2 The Employer and the Union desire to establish cooperative and harmonious labor relations founded upon a mutually agreeable contractual relationship. The Employer and the Union have entered into good faith negotiations and reached agreement upon wages, hours, and terms and conditions of employment.

ARTICLE 2

RECOGNITION

- 2.1. The Employer recognizes the Union as the sole and exclusive representative for the purposes of collective bargaining as to wages, hours, and other terms and conditions of employment for employees of the bargaining unit described below:

All full-time and regularly scheduled part-time bus drivers, and all full-time and regularly scheduled part-time paraprofessionals, excluding supervisors, confidential employees as defined by the Michigan Employment Relations Commission (MERC), vehicle maintenance employees, substitutes, student employees, summer school employees, and all others.

- 2.2 The term “employee” refers to all employees of the bargaining unit as defined in Section 2.1 of this Article.
- 2.3 The term “bus driver” refers to an employee who is physically and mentally qualified, properly licensed by and certified by the appropriate State of Michigan agency to operate a Michigan school bus and assigned to a position in the bus driver classification of the bargaining unit.
- 2.4 The term “paraprofessional” refers to an employee who is assigned to a position in the paraprofessional classification of the bargaining unit.

- 2.5 The term “full-time” refers to an employee who is regularly scheduled to work forty (40) hours per week.
- 2.6 The term “part-time” refers to an employee who is regularly scheduled to work less than forty (40) hours per week.
- 2.7 The term “regularly scheduled” means daily hours of work in the same position, assigned on a consistently reoccurring basis throughout the school year. Regularly scheduled does not refer to daily call in, casual or temporarily assigned employees who work less than sixty (60) consecutive work days in the same position. Regularly scheduled does not refer to substitute personnel.
- 2.8 The term “Employer” refers to the Board of Education of the Lakeshore Public Schools or its authorized agents.

ARTICLE 3

UNION RIGHTS AND RESPONSIBILITIES

- 3.1 The Union shall have a right to use a room for meetings of the Union members with the prior consent of the building principal, and provided that it does not conflict or interfere with the education program, custodial scheduling, or other school use.
- 3.2 An employee shall not meet with Union representatives who are not employed by the Lakeshore Public Schools during working hours. All Union business shall be conducted outside of the employee’s working hours. The location of all meetings or discussions of Union business shall be in accordance with Section 3.1 above.
- 3.3 The Union shall annually notify the Employer of its officers and/or representatives.
- 3.4 The Union and its members shall be provided the use of bulletin board space for the purpose of posting Union business.
- 3.5 The Union may request up to five (5) days per year of unpaid leave for employees acting on behalf of the Union. Requests for use of this leave shall be filed in writing with the immediate supervisor at least seventy-two (72) hours in advance. Approval of a request shall not be unreasonably denied. The decision of the supervisor as to whether to approve the leave shall be final.
- 3.6 The Employer and the Union agree to furnish to each other existing documents containing relevant and public information which may be necessary for the Employer and the Union to process or defend any grievance or complaint, and to develop negotiating proposals.

ARTICLE 4

MANAGEMENT RIGHTS AND RESPONSIBILITIES

- 4.1 The Employer, on its own behalf and on behalf of the electors of the District, 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, the right:
- A. To the executive management and administrative control of the school system and its properties, facilities and equipment, and the activities of its employees;
 - B. To direct the working forces and to hire all employees, and subject to the provisions of law, to determine their qualifications (including physical, mental and emotional capacities), and the conditions for their continued employment, or their dismissal, discipline, demotion, and/or other personnel action; and to evaluate, assign, promote, lay-off and transfer all such employees in accordance with such policies as the Employer may promulgate.
 - C. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of employees with respect thereto, and to determine the terms and conditions of employment of all employees, and to make any and all such changes in said terms and conditions of employment and/or in assignments as the Employer may from time to time deem necessary and appropriate.
 - D. To determine the assignment and direction of work to all of its personnel, determine the number of shifts and hours of work and starting times and scheduling of all of the foregoing, and the right to establish, modify, or change any work or business hours or days whenever the Employer shall determine such action to be necessary and appropriate.
 - E. To determine the number and location or relocation of its facilities, including the establishment or relocation of new schools, buildings, departments, programs, services, divisions or subdivisions thereof, and the relocation or closing of offices, departments, divisions or subdivisions, buildings or other facilities, and to determine and/or change the assignment of employees to the facility or location deemed most appropriate by the Employer.
 - F. To adopt reasonable rules and regulations.
 - G. To establish policies governing the selection, evaluation, testing, or training of employees, provided that such selection shall be based upon lawful criteria.

- H. To determine bus routes.
 - I. To conduct drug testing of employees according to the law.
 - J. To determine job content and duties.
- 4.2 Nothing contained in this Agreement is intended to restrict the use of non-bargaining unit employees in the course of their performance of bargaining unit duties, unless said use is expressly restricted in this Agreement.
- A. The Employer retains the right to accept services offered on a volunteer basis by individuals or organizations affiliated with or interested in District affairs and operations. Such organizations may include, but are not limited to, athletic booster clubs, parent-teacher organizations, student extracurricular clubs or organizations.
 - B. The Employer has the right to subcontract bargaining unit work without prior negotiations with the Union.
 - C. Supervisory employees may perform duties normally performed by bargaining unit members whenever, in the determination of the Employer, the performance of such duties on a temporary basis is necessary to ensure continuity of essential administrative or educational functions of the District.
- 4.3 The exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Employer, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States. Nothing contained herein shall be considered to deny or restrict the Employer of its rights, responsibilities, and authority under the Michigan General School laws, or any other national, state, county, district or local laws or regulations as they pertain to education.

ARTICLE 5

EMPLOYEE RIGHTS AND RESPONSIBILITIES

- 5.1 No material will be placed in an employee's personnel file without the employee being advised before or at the time the material is placed in the file. The personnel file is defined as the official file located in the Personnel Office of the District. Within ten (10) days of being notified that material will be placed in the personnel file, any employee may submit written comments regarding the material, and same shall be attached to the file copy of the material in question. For purposes of this Agreement, the failure to submit written comments within the aforementioned ten (10) day period shall be conclusively construed to mean that the employee does not dispute the content of the material. An employee may, upon request, review the contents of his/her personnel file in the presence of his/her supervisor or other administrator. The employee may request that a representative of the Union, or a Union member accompany him/her during this review.
- 5.2 An employee shall review copies of and sign all materials which are part of a disciplinary action being taken against said employee. Such signing does not indicate agreement, but only acknowledgment that the material was seen by the employee. Refusal of the employee to sign the material upon request of the supervisor shall be deemed insubordination.
- 5.3 An employee shall check the bulletin board on a daily basis for directives or other information given by his/her supervisor.
- 5.4 A "demotion" is defined as a reduction in rate of pay not involving a reduction in force, and shall not include an involuntary transfer unless said transfer would cause a reduction in rate of pay.
- 5.5 Suspensions may be with or without pay at the discretion of the Employer. No suspension without pay shall be effective for a period of more than twenty (20) working days.
- 5.6 Verbal and/or written warnings or other disciplinary action may be taken at the discretion of the immediate supervisor. Progressive discipline shall occur as follows:
 - A. Verbal warning
 - B. Written reprimand
 - C. Suspension with or without pay
 - D. Dismissal

It is understood that disciplinary action may begin at any of the above four (4) levels depending on the severity of the employee's offense. Example: Gross violation of safety rules could result in dismissal without prior verbal or written reprimand or other disciplinary action.

- 5.7 A supervisor shall request the presence of a Union representative when disciplining or reprimanding an employee, unless the employee objects, in writing, to the presence of the Union representative.
- 5.8 No non-probationary employee shall be suspended without pay or discharged without just cause.
- 5.9 If the Employer determines that disciplinary action is warranted, such action shall be imposed within seven (7) working days of the completion of the Employer's investigation.
- 5.10 Employment of site-based paraprofessionals shall be on an annual basis. This Section will not be construed to imply that site-based paraprofessionals are not subject to lay-off.

ARTICLE 6

SENIORITY, LAY-OFF AND REHIRE

- 6.1 Seniority shall be defined as length of continuous employment within classification by the Lakeshore Public Schools. Seniority shall begin on the first (1st) day worked in a position within the classification.
 - A. There shall be two (2) classifications for purposes of seniority. The first classification shall be bus driver and the second classification shall be paraprofessional.
 - B. Seniority and all rights to continued employment shall terminate when the employee:
 - 1. resigns,
 - 2. is discharged,
 - 3. fails to return to employment from an approved leave of absence or lay-off; or
 - 4. has not worked within a classification for a period equal to his/her seniority in that classification,
 - 5. is not recalled from lay-off within one (1) year of the effective date of lay-off;
 - 6. is absent for three (3) days without calling in.

- C. An unpaid leave of absence or lay-off shall not constitute a break in continuous employment. However, seniority shall not accrue or accumulate during periods of unpaid leaves of absence or lay-off.
- D. The initial probationary period within a classification shall be the first one hundred twenty (120) days of employment in the classification. Substitute service shall not count. Probationary employees shall have no seniority status. When an employee has completed the probationary period, seniority shall be calculated as stated in 6.1 above.
- E. Seniority shall accrue for full-time and part-time employees in the same manner.
- F. For employees who have the same first day of work, the Employer will break the ties in seniority by conducting a drawing. Affected employees and the Union President will be given adequate advance notice of the drawing.
- G. The Employer shall annually prepare a seniority list for each of the two (2) classifications as existed on the preceding July 1st. A copy of this list shall be forwarded to the Union. The seniority list shall be conclusively deemed to be accurate unless the Union notifies the Employer, in writing, within thirty (30) days of the date the list is forwarded to the Union, that the Union believes the seniority list is inaccurate.

6.2 The Employer expressly retains the authority to effectuate a reduction in personnel whenever the Employer shall determine such a reduction is necessary or advisable, and for whatever reason(s) the Employer shall determine to have made such action necessary or advisable. The term lay-off shall be defined as a reduction in the number of personnel employed beyond employee attrition or approved leaves of absence. A reduction in total number of hours worked by an employee shall not be considered a lay-off. However, if there is a reduction of ten (10) hours a week or more for a paraprofessional, the paraprofessionals losing ten (10) hours or more per week shall be able to bump the least senior person in his/her building who has more hours, provided the senior employee has the qualifications and skills as determined by the principal. A paraprofessional could voluntarily decide to accept the reduction of ten (10) or more hours per week, without moving to another position, at his/her discretion.

- A. An employee being laid off shall receive at least seven (7) day's notice before the effective date of the lay-off.
- B. An employee who is laid off pursuant to Section 6.2 of this Article, shall not be entitled to benefits provided to employees pursuant to this Agreement, said benefits to terminate as of midnight of the last day on which they are scheduled to work before being laid off. Said benefits shall be restored upon rehire/recall.

- C. Laid off employees may apply for and be considered for rehire to a position in their former classification. It is the obligation of each employee to maintain their qualifications to be considered for rehire. Any rehiring decision remains at the discretion of the Employer.
- D. In the case of lay-offs, a paraprofessional shall be able to bump the least senior employee in his/her building, provided the senior employee has the qualifications and skills as determined by the principal.

6.3 Bus Driver Lay-off

- A. The Employer will identify the route(s) to be eliminated, consolidated, or reduced.
- B. A bus driver whose time has been reduced by fifteen (15) minutes or more per day shall have the right to select another route based on seniority.
- C. A bus driver displaced by application of 6.3(B) above, shall likewise be allowed to select another route based on seniority.
- D. The least senior bus driver shall be the employee laid off.

6.4 Recall Bus Drivers

- A. Recall shall be based upon seniority within a classification, with the most senior bus driver possessing the required qualification(s) being recalled first.
- B. Notice of the recall shall be sent by certified mail return receipt requested to the last official address of the bus driver as reflected by the Employer's records. It is the responsibility of the bus driver to inform the Employer of any changes of address. The bus driver's failure to notify the Employer of intent to return on the date specified in the notice within fifteen (15) days of the mailing of said notice, constitutes the bus driver's resignation from employment and all rights to recall are forfeited.
- C. If a bus driver on lay-off status is qualified for another classification, he/she shall, upon written application, be considered as an applicant for a position in the other classification should a position be available. The written application is only valid for the school year in which it is submitted.
A new written application must be made for ensuing school years.

6.5 Paraprofessional Lay-off

Reductions in paraprofessionals shall be done by building based on the qualifications of the paraprofessionals within the building as determined by the building principal. In the case of two (2) equally qualified employees within the building, the most senior will be retained.

6.6 Recall Paraprofessionals

- A. A paraprofessional's right to recall shall be to the building from which he/she was laid off, the most senior paraprofessional possessing the required qualification(s) being recalled first.
- B. Notice of recall shall be sent by certified mail return receipt requested to the last official address of the paraprofessional as reflected by the Employer's records. It is the responsibility of the paraprofessional to inform the Employer of any change of address. If the paraprofessional fails to notify the Employer of intent to return on the date specified in the notice within fifteen (15) days of the mailing of said notice, this shall constitute the paraprofessional's resignation from employment and all rights to recall shall be forfeited.
- C. If a paraprofessional on lay-off status is qualified for another position outside the building from which he/she was laid off or for another classification, he/she shall, upon written application, be considered as an applicant for a position should a position become available.
- D. Recall rights under this Section shall be for one (1) year following lay-off.
- E. In order to be eligible for recall, a paraprofessional must have been scheduled to work at least four and one-half (4-½) hours per day at the time of lay-off.

ARTICLE 7

PAYROLL DEDUCTION

7.1 Objections Policy

The Union has established a “policy regarding objections to political-ideological expenditures.” That policy, and the administrative procedures (including the timetable for payment) pursuant thereto, applies only to non-Union bargaining unit members. The remedies set forth in that policy shall be exclusive, and unless and until such procedures, including any administrative or judicial review thereof, shall have been availed of and exhausted, no dispute, claim or complaint by an objecting bargaining unit member concerning the application and interpretation of this Article shall be subject to the grievance procedure set forth in this Agreement.

7.2 Payroll Deduction

Upon appropriate written authorization from the bargaining unit employee, the Employer shall deduct from the wages of any such bargaining unit employee and make appropriate remittance for plans or programs jointly approved by the Union and the Employer.

7.3 The Union shall hold the Lakeshore Public Schools, its Board of Education, and past and present individual board members, administrative employees and agents harmless for any and all claims, demands, suits or other forms of liability by reason of action taken or not taken by the Employer or its designated agents for the purposes of complying with this Article. Should this indemnification hold harmless, provision be declared unenforceable or void by a court of competent jurisdiction, or should the Union or its agent challenge the validity or enforceability of said provisions, the Employer shall not be required to make deductions of any representation service fees not authorized in writing by the bargaining unit member, or otherwise enforce the representation service fee provisions of this Article.

ARTICLE 8

VACANCIES AND TRANSFERS

- 8.1 A vacancy is defined as a newly created position within a classification represented by the Union, or a present position within a classification that is represented by the Union, that becomes vacant by reason of the permanent separation (by resignation, retirement, death or discharge) of the employee formerly in said position. No “vacancy” shall exist unless and until the Employer shall determine to fill any such position.

Definitions: (Paraprofessionals):

Assignment means employment within a specific site.

Transfer means employment at another site.

- 8.2 Paraprofessionals will be assigned or transferred at the discretion of the Employer. The Employer may assign additional hours of work, up to ten (10) hours per week, to any existing paraprofessional without declaring a vacancy. The Employer may fill a position by transferring a paraprofessional whose position has been eliminated to the position, or by recalling a laid off paraprofessional to a position without declaring a vacancy, provided that the paraprofessional transferred or recalled has seniority in the classification.
- 8.3 Any employee may apply for a posted position. All positions shall be defined as to work site, duties, and number of hours per day as determined by the Employer.
- 8.4 Bus Drivers
- A. Bus driver positions which have been declared vacant by the Employer during the months of October through April of each school year shall be posted on the bulletin board for three (3) consecutive work days. Bus driver postings will include the number of hours per day, the general geographic location of the route, and the purpose (i.e., special education, vocational, elementary, secondary). Before posting a vacant bus driver position, the kindergarten route associated with that position shall be assigned to the most senior bus driver who does not currently have a kindergarten route. The posted position shall be for the route that remains.
1. All regular bus drivers have the right to apply for the first posted vacancy. That first vacancy shall be filled on basis of seniority, except in cases involving disciplinary assignments.
 2. The first two (2) vacancies resulting from a reassignment (see 8.4 A(1) above) shall be posted for one (1) day, and filled on the basis of seniority.

3. If four (4) or more vacancies result from 1 and 2 above, they will be filled at the discretion of the supervisor, who will consider seniority and other factors.
 4. Bus drivers are restricted to no more than one (1) reassignment under this Section per school year, unless the transfer will provide a gain of fifteen (15) minutes or more.
- B. Bus driver vacancies during the months of May and/or June shall be filled on a temporary basis by a substitute driver. Vacancies that occur during August or September, after the official first day of return to work, shall be filled on a temporary basis by a substitute driver. If the route vacancy still exists on October 1st, said vacancy will be posted in accordance with this Article. A substitute driver who fills a bus driver vacancy on a temporary basis shall not earn seniority or otherwise acquire any right to continued employment.
- C. Bus routes may be modified during the school year to accommodate the student transportation needs of the District in the most fiscally efficient manner. Such changes shall not be posted, unless the route is increased by 4.5 hours or more per week, in which case the route will be posted.
- D. Routes will be bid at a meeting on the official first day of return to work in either August or September before school starts as established by the District. The drivers will make application for routes based on seniority as recorded on the seniority list, with the most senior driver selecting the first (1st) route, the next senior driver the second (2nd) route, and so forth.
- 8.5 Paraprofessional positions which have been declared vacant by the Employer shall be posted within ten (10) days of being declared vacant for three (3) consecutive work days. If the vacancy is declared in the summer months, it will be posted for three (3) calendar days in the personnel office. Any paraprofessional position may be filled on a temporary basis during the posting/hiring process, or during the last forty-five (45) days of the school year. A temporary hired to fill such a position on a temporary basis shall not earn seniority or otherwise acquire any right to continued employment.
- A. A paraprofessional will be assigned or transferred at the discretion of the Employer based upon job qualifications as determined by the building principal. In the event that two (2) or more applicants are deemed to be equally qualified, the most senior paraprofessional shall be selected for the position.
- B. In the case of an involuntary transfer of a paraprofessional from one building to another, he/she may request and be granted a meeting with his/her immediate supervisor to be informed of the reason(s) for said transfer.

- C. A paraprofessional may annually file a written request with the personnel office if he/she wishes to be provided a copy of postings.

- D. After completion of the initial probationary period, a paraprofessional who is transferred shall serve thirty (30) work days in a probationary status in the new position. If during the thirty (30) days the paraprofessional is unable to satisfactorily perform the job, the paraprofessional shall have the right to return to his/her former position. The paraprofessional who is initially employed to fill the position left vacant by the transfer may be terminated from employment if the original paraprofessional returns to his/her former position. The individual terminated from employment shall have no right to continued or future employment by virtue of such employment.

ARTICLE 9

GRIEVANCE PROCEDURE

- 9.1 A grievance shall be defined as an alleged violation of the expressed provisions of this Agreement.

- 9.2 A written grievance shall contain the following:
 - A. Signature(s) of the grievant(s);

 - B. A synopsis of the facts giving rise to the alleged violation;

 - C. Citation of the section or subsections of this Agreement alleged to have been violated;

 - D. The date of the alleged violation; and

 - E. The relief requested.

Any written grievance not substantially in accordance with the above requirements may be rejected as improper. Such a rejection shall not extend the limitations hereinafter set forth.

- 9.3 For purposes of this Article, days mean calendar days.

9.4 Informal Adjustment

Before filing a written claim, the claimant shall first present the claim orally to his/her immediate supervisor. The request for the meeting with the supervisor must be made within seven (7) days after the date of the event, or within seven (7) days after the date when the claimant reasonably should have known of the event. Upon claimant's request to the supervisor, a Steward may attend the informal conference.

9.5 Written Complaint

If the claim is not satisfactorily resolved at the "informal adjustment" step, the claimant shall have seven (7) days from the date of the informal conference answer within which to file a written claim with the supervisor. The supervisor shall provide a written reply within seven (7) days from receipt of the written claim.

9.6 Formal Conference With Business Manager

If the complaint is not satisfactorily resolved at the "written complaint" step, the claimant may, within ten (10) days from receipt of the supervisor's written response, or the date the supervisor's written response was due, submit a copy of the written complaint and request a formal conference with the Business Manager or designee. The Business Manager or designee shall attempt to schedule and meet with the claimant, one (1) Steward, and the Union Business Representative within seven (7) days after receipt of the written request for a formal conference, with the understanding that the meeting will be considered timely if it is held with ten (10) days after receipt of the written request for a formal conference. The Business Manager or his/her designee shall provide his/her written decision to the Steward within fourteen (14) days after the date on which the formal conference takes place.

9.7 Formal Conference With Superintendent of Schools

If the complaint is not satisfactorily resolved at the Business Manager's step, the claimant may, within ten (10) days from receipt of the Business Manager's written response, or the date the Business Manager's written response was due, submit a copy of the written complaint and request a formal conference with the Superintendent or designee. The Superintendent or designee shall attempt to schedule and meet with the claimant, one (1) Steward, and the Union Representative within seven (7) days after receipt of the written request for a formal conference, with the understanding that the meeting will be considered timely if it is held within ten (10) days after receipt of the written request for a formal conference. The Superintendent or designee shall provide written decision to the Steward within fourteen (14) days after the date on which the formal conference takes place.

9.8 Mediation

If the complaint is not satisfactorily resolved by the decision of the Superintendent or designee, the Union may, within ten (10) days from receipt of the written response from the Superintendent or designee, or the date the Superintendent's written response was due, submit a copy of the written complaint and a written request for mediation to the Michigan Employment Relations Commission, with a copy to the Superintendent.

A mediation session will be scheduled and held with the mediator assigned by the Michigan Employment Relations Commission. Additional mediation sessions may be scheduled by mutual agreement of the Employer, the Union and mediator.

9.9 Board of Education Step

If the complaint is not satisfactorily resolved at the mediation step, the claimant may, within ten (10) days from the date the mediation step was completed, appeal to the Board of Education by filing a notice of appeal with the Superintendent or the designee as the agent of the Board of Education. Within thirty (30) days of receipt of the written appeal, the Board of Education or a committee of the Board of Education shall meet with the claimant and, at the option of the claimant and the Union Representative, to hear the appeal. The Board of Education shall issue a decision with seven (7) days following the regular Board of Education meeting of the month following the appeal hearing. The decision of the Board of Education shall be final, subject to the right of the Union to file an unfair labor practice charge.

9.10 The failure of a grievant to proceed to the next step within the time limits set forth shall be deemed to be an acceptance of the decision previously rendered, and shall constitute a waiver of any future appeal of that particular grievance. Any of the above time limits may, however, be extended by written mutual agreement of the Union and the Employer.

9.11 At any level, the failure of the Employer to communicate its decision within the specified time limit shall be grounds for proceeding to the next level of the grievance procedure.

9.12 The above grievance procedure shall not interfere with assigned work duties. If the grievance is scheduled during the employee's work time, he/she shall be allowed to attend the hearing without loss of pay.

ARTICLE 10

PAID HOLIDAYS

10.1 Employees shall be paid for the following holidays:

Martin Luther King Day (if that day is not scheduled as a day of school for students); President's Day, Thanksgiving Day, the Friday after Thanksgiving, New Year's Day, and Memorial Day.

10.2 To be eligible for holiday pay, an employee must be an employee on the day of the holiday. To be eligible for holiday pay, he/she must have worked his/her last regularly scheduled work day before the holiday, and his/her first regularly scheduled work day after the holiday. An employee on an approved paid leave of absence shall be considered to be at work for the purposes of holiday pay.

No holiday pay will be paid to an employee on an unpaid leave of absence.

10.3 For the purpose of this Article, the term "day" shall be defined as the number of hours the employee is regularly scheduled to work per day. It is understood that the intent of this Article is to assure employees that they will be paid for hours normally scheduled on the day of the week (Monday-Friday) on which the holiday occurs. EXAMPLE: An employee is scheduled to work three (3) hours on Mondays, Wednesday, and Fridays, and does not work on Tuesdays and Thursdays. This employee would receive three (3) hours pay for Labor Day (Monday), the Friday after Thanksgiving (Friday) and Memorial Day (Monday). The employee would not receive holiday pay for Thanksgiving Day (Thursday).

ARTICLE 11

LEAVES OF ABSENCE

11. Leave

Each employee is entitled to one (1) day sick leave per month for a total of ten (10) days sick leave per year. Sick leave may be used for illness or injury, or doctor visits or hospital stays. Sick leave may accumulate up to one hundred (100) days.

A. The Employer reserves the right to require medical certification of illness after two (2) consecutive days of absence, or if the employee has a pattern of excessive or regular absence (e.g., routinely taking off Mondays or Fridays) before granting sick leave or allowing an employee to return to work.

- B. An employee who incurs an illness or injury compensable under Worker's Compensation may elect either to accept the Worker's Compensation as full payment and lose no sick leave (except if the employee uses sick leave during the Worker's Compensation waiting period), or the employee may elect to use sick leave at the rate of one-fourth (1/4) day per day of Worker's Compensation and receive the difference between Worker's Compensation received and their regular daily pay.
- C. Employees shall be allowed up to five (5) days leave per year for illness in the immediate family (present spouse, parent, child, stepchild, sibling). Such leave shall be deducted from sick leave. Such leave shall count as part of any leave the employee may be entitled to for such purposes under the Family and Medical Leave Act (FMLA)
- D. Employees will be allowed up to three (3) days leave of absence with pay (not deducted from sick leave) in the event of the death of the present spouse, parent, parent-in-law, child, sibling, or grandchild. One (1) day will be allowed for a son/daughter-in-law, grandparent, aunt or uncle. Two (2) more days may be used from accumulated sick days, if needed, with the approval of the Superintendent or designee.
- E. Leaves of absence shall be granted for absence when the employee is required to serve on a jury. If the employee is not selected to serve on a jury and is relieved of further obligation, the employee shall report for work. The Employer will pay the difference between the jury duty pay and the bus driver's daily rate, excluding meals and mileage. An employee must inform the supervisor when he/she receives notice to serve on jury duty, and present evidence of serving and the payment received to be eligible to receive the balance of his/her daily compensation.
- F. Employees may be allowed to take days off without pay to a limit of seven (7) days per year upon written permission of the Maintenance/Transportation Supervisor and the Assistant Superintendent (for drivers), and the Building Principal and Assistant Superintendent (for paraprofessionals). Said request must be made in writing at least seventy-two (72) hours in advance, except in case of emergency. A prompt written response to this request will be given by the Administration. In the case of an emergency, a positive verbal response may also be given. Not more than one (1) bus driver may receive permission on such request on any given day. The granting of a day off on a particular date will be dependent upon the operational needs of the school district.

- G. When an employee has exhausted all sick leave benefits and remains unable to return to work as certified by a physician, he/she shall be placed on an unpaid medical leave of absence for the balance of the current school year, or until certified as able to return by a physician, whichever is sooner. The employee on the leave may be replaced by a substitute until the end of the current school year or the driver returns, whichever is sooner. Benefits and seniority do not accrue during such leave.
1. Re-employment during the leave shall be at the sole discretion of the supervisor, and shall depend upon the availability of work. Additionally, if a driving position has been posted and filled, the bus driver (who was granted an unpaid leave) will return to any available position, including substitute driving, without regard to seniority. At the beginning of the next school year, the driver will be assigned according to seniority.
 2. If, in anticipation of an extended absence, an employee requests in writing an unpaid medical leave of absence, up to twenty (20) days of sick leave may remain unused. Such remaining unused days will be reinstated upon the return to employment of the employee. Employees may apply for a medical leave of up to one (1) year, subject to approval of the Superintendent or designee.
- H. Leave earned as a bus driver or paraprofessional applies only to persons currently employed in those capacities. Such leave will not transfer to any other classification or employment with the district. (Example: If a bus driver is hired as a paraprofessional, leave earned as a bus driver does not count toward absences as a paraprofessional.)
- I. Each employee may request two (2) days to conduct urgent personal business (deducted from sick leave) which cannot be conducted outside the work day or vacation periods.
1. The employee must apply in writing at least seventy-two (72) hours in advance, except in case of emergency.
 2. The day shall not be granted the day scheduled before or following a holiday or vacation period, or during the first or the last five (5) days of the work year.
 3. The day shall not be granted in conjunction with per diem leave, for recreational activities, conventions or seeking or engaging in other employment.

ARTICLE 12

HOURS OF WORK

- 12.1 Each employee shall be notified by his/her immediate supervisor of beginning and ending times, and number of hours of work per week and any changes. For all hours worked in excess of forty (40) hours per week, the employee shall receive one and one-half (1-½) times his/her regular rate of pay.
- 12.2 Breaks
- A. A paraprofessional shall be entitled to two (2), fifteen (15) minute breaks per day, provided he/she is scheduled for at least six (6) hours of work per day.
 - B. A paraprofessional shall be entitled to one (1), fifteen (15) minute break, provided he/she is scheduled for at least four (4) hours of work.
 - C. A paraprofessional shall be entitled to one (1) duty free, uninterrupted, unpaid lunch break of thirty (30) minutes for each shift of five (5) hours or more. There shall be no exceptions.
 - D. A paraprofessional on an unpaid lunch break shall be allowed to leave his/her respective work site during the lunch break, but he/she shall remain at his/her work site for the rest break.
- 12.3 Paraprofessionals who work six (6) or more hours per day shall be notified on or before the annual staff orientation day of the minimum number of days of scheduled work. Such notice will be individualized and will specify the first scheduled work day. The Employer retains the right to determine whether or not work is scheduled for paraprofessionals. This notice constitutes a planned schedule and is subject to change due to unforeseen circumstances. This Section shall not be construed as a guarantee of the number of days or hours of scheduled work set forth in this notice.
- 12.4 If the work day of a paraprofessional is extended (e.g., field trip) the paraprofessional will be paid his/her hourly rate for the extra time worked. Travel by an employee who will be away from home overnight is work time only during those periods that coincide with the employee's regular working hours. Employees may also be paid for additional hours for travel away from home in their own vehicle which is outside of regular working hours. Also, employees will be paid for hours that they may be required by his/her supervisor to assist teachers of administrators in the responsibility of student supervision outside of regular hours.

ARTICLE 13

EMPLOYMENT QUALIFICATIONS

- 13.1 A bus driver shall maintain his/her certification with the State of Michigan and fulfill all requirements of certification.
- A. A bus driver shall maintain his/her physical and mental fitness. The bus driver shall have a physical examination which meets State of Michigan guidelines at a frequency required by the State. The Employer shall pay the complete cost of this examination if it is performed by a physician designated by the Employer.
 - B. The Employer will pay the actual cost of a commercial driver's license when it comes up for renewal. The annual cost will be determined by the rate charged by the Secretary of State as of June 1st. The initial cost of a license will be paid before employment by the bus driver.
 - C. The Employer will reimburse a beginning bus driver the cost of bus driver school fees following the completion of fifty (50) days of employment as a bus driver by the Employer.
- 13.2 An employee who is required to work with a student with a disability will receive training necessary to deal effectively with that student.

ARTICLE 14

COMPENSATION

14.1 Bus drivers shall be paid at the following rates of pay:

	7/01/12	7/01/13	7/01/14	7/01/15
Beginning	\$15.60	\$15.83	\$16.07	\$16.31
After One (1) Year	\$16.54	\$16.79	\$17.04	\$17.30
After Two (2) Years	\$17.16	\$17.42	\$17.68	\$17.94
Non-driving time on extra trips as defined in Article 15	\$15.00	\$15.00	\$15.00	\$15.00

For the 2014-2015 and 2015-2016 school years, the IOUE bargaining unit compensation (salary) will be increased by 1.5% on the salary schedule as well as by step by step advancement if the July 1, 2014 adopted budget projection shows a fund balance that will not drop below 9% of total expenditures at the end of June 30, 2015 as well as the July 1, 2015 adopted budget projection shows a fund balance that will not drop below 9% of total expenditures at the end of June 30, 2016.

- A. For purposes of this Section, credit toward experience step increases begins on the first day of work as a regular bus driver for the Lakeshore Public Schools. No experience credit is given for work as a substitute or for work as a bus driver for another employer.
- B. Credit for experience increases shall be granted on the regular employment anniversary date in the same classification.
- C. All regular bus drivers shall be paid one and one-half (1-½) times for his/her regular rate of pay for all extra trips over eight (8) hours in one (1) day, or for hours on Saturday, Sunday or paid holidays.
- D. On extra trips that involve an overnight stay, bus drivers shall be paid for driving hours only, plus up to six (6) hours per day layover. A bus driver hired as a chaperone will be paid the Federal minimum wage rate per hour for bus riding hours.

- E. Bus drivers shall be paid up to twenty (20) minutes for layover after a route ends and before a trip begins, provided that the driver remains on duty. Any pre-trip inspection required by law or practice shall be included in this twenty (20) minutes. Bus drivers shall receive up to fifteen (15) minutes for time spent on duty between “Special Education” routes.
- 14.2 Bus drivers who have both a.m. and p.m. runs shall be paid thirty (30) minutes per day for pre-trip inspections and other duties required for the safe and proper operation of a school bus. A total of fifteen (15) minutes shall be added to the scheduled route driving time for this purpose in the morning. For afternoon routes, bus drivers shall be paid beginning fifteen (15) minutes prior to the scheduled arrival time at the school building loading area. EXAMPLE: Scheduled dismissal time at the Middle School is 2:25 p.m., bus drivers will be paid beginning at 2:10 p.m..
- 14.3 Upon prior approval of the supervisor, a bus driver will be paid ten (10) minutes per day for cleaning the inside of the vehicle, if it is kept clean.
- 14.4 Bus drivers shall not be paid for days when school is canceled due to inclement weather or other reasons except for up to two (2) such days, provided that the days count as days of instruction for state aid purposes and not rescheduled at another time during the year.
- 14.5 Bus drivers will be paid for at least one (1) hour if they are called and report to work before a trip or route being canceled. However, if this occurs on a Saturday, bus drivers will be paid for two (2) hours.
- 14.6 Bus drivers will be paid their regular rate of pay for preparation of student lists, maps and student stops. This preparation will be done at the direction of the supervisor and will be done on site. The Employer will provide bus drivers with access to a computer to perform this work or provide typing assistance.
- 14.7 Under the direction of the supervisor, bus drivers will be paid their regular rate for cleaning their bus at the end of the year. Each driver will be responsible for the cleaning of his/her own bus. Should a driver be unable to clean his/her own bus, the additional work shall be offered on a seniority rotation basis.
- 14.8 Bus drivers who are learning routes will be paid one (1) normal day’s pay for that route. This includes experienced drivers learning new routes or kindergarten routes, provided that the bus driver actually rides the complete route-pick up and take home. The bus driver will be paid his/her regular wage.

14.9 Probationary bus drivers shall be paid seven dollars (\$7.00) per hour for attendance at all approved days of bus driver school and taking required tests. Bus drivers shall be paid their regular rate for required professional development activities, and the Federal minimum wage for voluntary pre-approved professional development activities. Non-probationary bus drivers shall be paid their regular hourly rate for attending bus drivers' school, six hours (6) every two (2) years. Bus drivers will be paid upon completion of said training and/or activity. If the bus driver terminates his/her employment before the completion of the work year, the amount paid to the bus driver pursuant to this Section shall be calculated and pro-rated, and a pro-rated amount shall be deducted from the bus driver's final pay check.

14.10 Paraprofessionals shall be paid at the following rates:

	7/01/12	7/01/13	7/01/14	7/01/15
Beginning	\$11.06	\$11.23	\$11.39	\$11.57
After One (1) Year	\$11.49	\$11.66	\$11.84	\$12.01
After Two (2) Years	\$11.96	\$12.14	\$12.32	\$12.51

For the 2014-2015 and 2015-2016 school years, the IOUE bargaining unit compensation (salary) will be increased by 1.5% on the salary schedule as well as by step by step advancement if the July 1, 2014 adopted budget projection shows a fund balance that will not drop below 9% of total expenditures at the end of June 30, 2015 as well as the July 1, 2015 adopted budget projection shows a fund balance that will not drop below 9% of total expenditures at the end of June 30, 2016

- A. For purposes of this Section, credit toward experience step increases begins on the first day of work as a paraprofessional for the Lakeshore Public Schools. No experience credit is given for work as a substitute or for work with another employer.
- B. Credit for experience increases shall be granted on the regular employment anniversary date in the same classification.

14.11 Paraprofessionals who are required to travel from building to building, or who are required to travel for the purpose of fulfilling other employment duties and responsibilities will be reimbursed mileage at the IRS standard rate if they are required to use their own vehicles.

14.12 Paraprofessionals who work four (4) hours or more per day shall not be paid for days when school is canceled due to inclement weather or other reasons except for up to two (2) such days, provided that the days are counted as days of instruction for state aid purposes and not rescheduled at another time during that year.

ARTICLE 15

EXTRA TRIPS

- 15.1 An extra trip shall be defined as a trip, other than a regular route that requires a bus driver to drive a school bus outside the boundary of the Lakeshore Public School District. Extra hours of work which do not qualify as an extra trip, as defined above, shall be assigned to bus drivers in a most fiscally and efficient manner as determined by the supervisor or designee.
- A. Bus drivers shall be used on all extra trips involving school buses owned and operated by the Lakeshore Public School District. CLARIFICATION NOTE: The term “school bus” shall refer to a vehicle: (1) defined by law as a school bus; and (2) which requires a CDL certified school bus driver. Nothing contained herein shall restrict the use of non-bargaining unit personnel as provided in Article 4.
- B. All extra trips are posted on the bulletin board as they are approved. Athletic seasonal lists are also posted. These postings are informational and subject to change as circumstances may require.
- C. If the Employer elects to utilize substitute drivers for extra trips during the first two (2) weeks of the school year, the regular driver who would have been awarded the extra trip will be paid the difference between the extra trip hours and the regular route hours, if any.
- 15.2 Extra trips during the week will be handled separately from extra trips during the weekend. Separate lists will be established for each of these types of trips. Each list will contain the names of all bus drivers and the total number of Xs by each driver on the extra trips during the then current school year.

When trips become available, the Transportation Supervisor shall assign the extra trip to the driver who has the least number of Xs on the applicable extra trip list. If that driver declines, the trip will be assigned to the driver who has the next least number of Xs on the applicable extra trip list, and repeat this process until the trip is assigned.

The Transportation Supervisor or designee shall satisfy his/her obligation toward a driver by calling the driver's home one (1) time, and shall not be obligated to make repeated attempts. The driver must respond immediately when offered a trip. The Transportation Supervisor may deviate from the aforementioned procedure in the event it is not feasible to follow the procedure due to short (i.e., less than twelve (12) hours) notice, but where feasible, the Transportation Supervisor will attempt to follow the aforementioned procedure even in short notice circumstances. Errors shall be corrected when assigning the next extra trips.

- 15.3 A driver that refuses a trip will be charged for that trip if the circumstances are within his/her control. This will be accomplished by adding the Xs for the trip to the driver's Xs on the extra trip list as if the driver had accepted and driven the extra trip. The following are examples of circumstances not deemed to be within the control of a driver:
- A. The driver is subpoenaed to appear in court or is scheduled for jury duty;
 - B. The driver has an immediate family emergency (e.g., death in family, family members taken to hospital);
 - C. The driver has an appointment made by the school;
 - D. The driver is given less than a twelve (12) hour notice of the trip.
- 15.4 When a trip is accepted by a driver and another trip becomes available for any reason, the driver of the first trip may not change. The driver must stay with his/her first choice. Examples of availability:
- A. Driver becomes ill;
 - B. Trips called in late.
- 15.5 If a driver has been sick for three (3) or less than three (3) days, he/she will not be charged for any trips.
- 15.6 If a driver has been sick for more than three (3) days, he/she will be charged after the third (3rd) day as though the driver refused the trip.
- 15.7 When there is no school and a trip comes up, the driver who is next on the list may refuse that trip and not get charged for that trip.
This Section only applies to the following situations:
- A. Christmas or holiday break, spring break, summer break;
 - B. Scheduled days off by the school (e.g., record day, teacher conference days).

- 15.8 If a trip is posted and the trip is an overnight trip, the driver that has been offered the trip can refuse and will not be charged for that trip.
- 15.9 If a driver is assigned an extra trip and is unable to drive the extra trip, the supervisor can assign another driver to the extra trip without following Section 15.2, where the supervisor has less than a twelve (12) hour notice.
- 15.10 A driver of a kindergarten route is not eligible for an extra trip which conflicts with or overlaps the kindergarten route.
- 15.11 The Transportation Supervisor may require a driver to driver his/her regular run rather than an extra trip awarded to the driver if there is an emergency.
- 15.12 If a driver accepts a trip and later decides to refuse the trip, the driver will be charged double for the refusal, unless the refusal is for one of the reasons set forth in Section 15.3.
- 15.13 New hires will start at high Xs for the purposes of extra trip assignments.

ARTICLE 16

BENEFITS

- 16.1 Employees regularly scheduled to work more than fifteen (15) hours per week shall be provided ten thousand dollars (\$10,000.00) face value term life insurance through a carrier determined by the Board. The Board of Education shall not be responsible for coverage during any period that the employee is not actually enrolled for coverage with the carrier.
- 16.2 Appropriate bus driver uniforms as determined by the Employer will be purchased at no cost to the employee.
- 16.3 Severance pay shall be paid to all paraprofessionals who work four and one-half (4-½) hours per day, and all regular bus drivers, according to the following schedule:
 - A. Twenty dollars (\$20.00) per year after five (5) years, but less than ten (10) years;
 - B. Thirty dollars (\$30.00) per year after ten (10) years, but less than fifteen (15) years;
 - C. Forty dollars (\$40.00) per year after fifteen (15) years, but less than twenty (20) years;

D. Fifty dollars (\$50.00) per year after twenty (20) years (maximum one thousand dollars [\$1000.00]).

Years of credit are allowed only for years as a paraprofessional working four and one-half (4-½) hours per day, or as a regular bus driver.

16.4 The Employer shall reimburse all bus drivers for meal expenses on extra trips that exceed six (6) hours.

A. For the purpose of this provision, the time spent on a regular route may be included as part of the six (6) hours if:

1. the trip immediately precedes or follows the regular route; or
2. the bus driver is away from the vicinity of his/her home at the normal mealtime due to his/her bus driving duties.

B. The reimbursement shall be for the actual cost of the meals to a maximum rate of four dollars fifty cents (\$4.50) for breakfast (12:00 a.m. to 10:30 a.m.), five dollars fifty cents (\$5.50) for lunch (10:30 a.m. to 4:00 p.m.), and eight dollars fifty cents (\$8.50) for the evening meal (4:00 p.m. to 12:00 a.m.). Actual cost will be determined by a receipt or, when receipts are not available, an itemized statement signed by the bus driver.

16.5 An employee may, through payroll deduction, purchase insurance if the carrier agrees, and such action does not affect Lakeshore Public Schools' individual group rate for other employees.

16.6 The Employer shall provide a Section 125 flexible spending account for all employees for child care expenses and medical expenses. An employee may choose to allocate up to two thousand dollars (\$2,000.00) per year of his/her compensation to the Section 125 account.

ARTICLE 17

MISCELLANEOUS PROVISIONS

- 17.1 Upon ratification by both parties, copies of this Agreement will be printed by the Employer and each employee will be given a copy. New employees will be given a copy of this Agreement upon employment. Two (2) original signature copies and two (2) additional copies will be provided to the Union.
- 17.2 This Agreement shall supersede any rules, regulations or practices of the Employer which are inconsistent with its terms and conditions.
- 17.3 If any provision of this Agreement is found by a court of competent jurisdiction to be contrary to law, then such provision will be deemed null and void except to the extent permitted by law, but all other provisions shall remain in full force and effect.
- 17.4 The Employer and the Union agree that video cameras may be placed on school buses for the purpose of improving student behavior, and accordingly, student safety on District buses. This shall not be construed to limit the District's right to use the video tape to facilitate bus driver improvement. It is agreed that after bus cameras are installed on District buses, meetings will be held periodically involving the bus drivers and appropriate administrative personnel to determine the effectiveness of the system, and how it can be used to the greatest benefit of improving student behavior. Such meetings will also be conducted if there are concerns regarding repair or replacement of video cameras or adjustment of video camera mounts.
- 17.5 An emergency manager appointed under the Local Financial Stability and Choice Act, PA 436 of 2012 shall have the authority to reject, modify, or terminate the collective bargaining agreement as provided in that Act.

ARTICLE 18

NEGOTIATION PROCEDURES

- 18.1 This Agreement may be extended only by mutual written consent of the parties.
- 18.2 The Employer will not negotiate with any other labor organization other than the Union for the duration of this Agreement as to the wages, hours and other terms and conditions of employment for those employees included in the bargaining unit.
- 18.3 This Agreement incorporates the entire understanding of the parties on all issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate as to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement provided, however, either party may request to the other that specific proposed clauses be negotiated, and upon mutual agreement, the parties may enter into negotiations thereon.
- 18.4 Both parties agree that, upon ratification of this Agreement, negotiations between the parties on wages, hours, and other terms and conditions of employment for those employees within the bargaining unit are closed until bargaining begins on a successor agreement. Matters of common concern may be subject to negotiation during the period of this Agreement upon the request and mutual agreement of both parties.

ARTICLE 19

WORKPLACE SAFETY

- 19.1 To the extent permitted by law and Board policy, an employee may use reasonable physical force upon a student as may be necessary:
- A. To restrain or remove a student whose behavior is interfering with the orderly exercise and performance of District functions, within a school or at a school-related activity, if that student has refused to comply with a request to refrain from further disruptive acts;
 - B. For self-defense or the defense of another.
 - C. To prevent a student from inflicting harm to himself or herself.
 - D. To quell a disturbance that threatens physical injury to any person.

- E. To obtain possession of a weapon or other dangerous object upon or within the control of a student.
- F. To protect property.

ARTICLE 20

DURATION

- 20.1 This Agreement shall be effective upon ratification by both parties and shall remain in effect until June 30, 2016.
- 20.2 It is understood that the entire Agreement or any part thereof may be modified during the term of the Agreement by mutual written agreement of the parties.


In witness thereof, the parties have executed this Agreement by their duly authorized representatives:

LAKESHORE PUBLIC SCHOOLS
5771 Cleveland Avenue
Stevensville, MI 49127

INTERNATIONAL UNION OF
OPERATING ENGINEERS LOCAL 324,
324- A, B, C, D, G, H, P, RA, S –
AFL-CIO
500 Hulet Drive
Bloomfield Township, MI 48302




Business Manager




President


Recording-Corresponding Secretary

BH/LMMUFCW876

2/13/14

International Union of Operating Engineers Local 324



Chartered for the Entire State of Michigan
DOUGLAS W. STOCKWELL – BUSINESS MANAGER



Letter of Agreement

Between

Lakeshore Public Schools

And

International Union of Operating Engineers,

Local 324

Whereas the Employer and the Union mutually recognize the severity of recent weather conditions and the impact on the earnings of the employees of the bargaining unit, it is therefore agreed:

Employees shall be allowed to utilize paid sick days, provided under Article 11 of the contract to receive pay for days in excess of the two (2) paid days provided under Sections 14.4 and 14.12 of the collective bargaining agreement.

This Letter of Understanding shall remain in effect for the 2013-2014 school year, and shall expire on July 1, 2014.

FOR THE EMPLOYER:

BH/kl:ufcw876
Lakeshoreloa14

FOR THE UNION:

International Union of Operating Engineers Local 324



Chartered for the Entire State of Michigan
DOUGLAS W. STOCKWELL – BUSINESS MANAGER



Letter of Agreement

Between

Lakeshore Public Schools

And

International Union of Operating Engineers,

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FOR THE EMPLOYER:

FOR THE UNION:

BH/kl:ufcw876
Lakeshoreloa14