

**Roseville Community Schools
Proposal to
AFSCME Local 1103 – Lunchroom Supervisors
June 8, 2011**

SALARY

Bargaining unit salaries for the 2011/2012 school year will be reduced by 2.5% across the board.

SALARY STEPS

For the 2011/2012 school year, individuals will remain on the salary step they held in the 2010/2011 school year.

FURLOUGH DAYS

Each bargaining unit member will take five (5) unpaid furlough days during the 2011/2012 school year, calculated at the employee's daily rate of pay. The total of the reduction will be factored into the employee's annual salary and spread in equal amounts throughout the year. Members will not be required to report to work on furlough days.

Furlough days will be scheduled on the first three "Act of God" days (ex. Snow days, or closures due to other weather or health concerns) scheduled in the 2011/2012 school year. The remaining two days will be covered by two unpaid holidays, dates to be determined.

If the three "Act of God" furlough days are not scheduled by March 4, 2012, the parties agree to meet to discuss other options for the unscheduled furlough days. It is understood that if the district is unable to schedule a furlough day, the pay for the day(s) worked will be reimbursed to the employee at the employee's daily rate of pay.

SICK/PERSONAL DAYS

For the 2011/2012 school year, members of the bargaining unit will be credited with two additional leave days, one of which may be used as a personal business day.

EMERGENCY MANAGER

The following language is inserted pursuant to Act. No. 9 of the Public Acts of 2011, and is not the result of mutual agreement on the provision by the parties:

This entire agreement or specific provisions of this agreement may be rejected, modified, or terminated by an emergency financial manager under conditions provided in the Local Government and School District Fiscal Accountability Act, 2011 PA 4.

DIRECT DEPOSIT

Effective January 2012, all payroll checks will be issued as direct deposits to a banking institution designated by the employee.

DURATION

The contract will extend from July 1, 2011 through June 30, 2014 with a reopener for salary in Spring 2012. In addition, either party may request a reopener at anytime throughout that period for the purpose of discussions and/or negotiations regarding wages, benefits or other matters at issue.

Rebecca Vasil, Deputy Superintendent

Brenda Adams-White, Representative
AFSCME- Council 25

Date

Date

Julie Gadzinski, Chief Steward

Date

Tracy Purifoy, Steward

Date

Kim Abraham, Chapter Chair