

**School District for the City of Hazel Park and International Union of Operating  
Engineers, Local 324 - A,B,C,D,G,H,P,RA,S – AFL-CIO**

**Tentative Agreement of 4-10-18**

The circumstances leading to this tentative agreement are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2018. The District continues to operate under a revised Deficit Elimination Plan (DEP) subject to approval by the Michigan Department of Treasury. The parties are agreeable to entering into a successor collective bargaining agreement on the following terms.

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The parties hereby agree as follows:

1. The term of the new collective bargaining agreement is for the period July 1, 2018, through June 30, 2019; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in the Memoranda of Understanding/Tentative Agreements of 3-23-15, 4-27-16 and 5-8-17 (attached) shall remain in place except as otherwise provided in this agreement, and that there will be no step or other increases in compensation whatsoever after June 30, 2018, until the parties otherwise agree. It is also understood and agreed that before the District proposes to amend its DEP with the Michigan Department of Treasury, it shall meet upon request with the IQUE bargaining representatives with respect to the same.

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2. In the event that the District's state per student foundation allowance, currently at \$7,834, is increased for the 2018-19 school year to \$8,034 or more, AND the District's number of elementary, middle school, high school, and alternative education students (i.e., excluding center program and vendor students) increases by 50 over the such student count for October 2017, then all actively employed bargaining unit members shall receive an off-scale bonus payment in an amount equal to two days' pay. Such payment shall be made in December 2018.

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3. The cash-in-lieu of insurance payment under Article XVII shall be reduced by \$1,000 across the board (from \$4,000 to \$3,000 for full-family and two-person, \$3,000 to \$2,000 for single, and from \$1,000 to \$0 in cases where the employee is covered by District health insurance through another family member/significant other). The parties also agree to negotiate a reduction in health care costs to be effective January 1, 2019; in the event that such negotiated savings are not agreed to by such date, then it is agreed that the District's contribution for health insurance shall remain as follows:

Single \$6,560.52

2 Person \$13,720.07

Family \$17,892.36.

All other terms in the expired collective bargaining agreement not addressed above or in the attached Memoranda of Understanding/Tentative Agreements will remain unchanged in the successor agreement, with the further understanding that dates will be updated as appropriate,

It is understood and agreed that this tentative agreement is contingent upon ratification by both parties.

**Moa**

*Loer 324 Businesses 5/24/18*

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