

MASTER AGREEMENT

Between

**HURON VALLEY SCHOOLS
BOARD OF EDUCATION**

And

**HURON VALLEY SCHOOLS EMPLOYEE CHAPTER 08
LOCAL UNION NO. 202**

Custodial and Maintenance Employees

2018-2021

TABLE OF CONTENTS

<u>Article</u>		<u>Page</u>
Agreement		2
Article 1	Recognition: Employees covered	3
Article 2	Aid to Other Unions	4
Article 3	New Employees	4
Article 4	Union Representation	4
Article 5	Special Conferences	5
Article 6	Grievance Procedure	6
Article 7	Discharge and Suspension	11
Article 8	Seniority	13
Article 9	Seniority of Stewards	14
Article 10	Seniority of Officers	14
Article 11	Loss of Seniority	14
Article 12	Supplemental Agreements	15
Article 13	Layoff and Recall	15
Article 14	Transfers, Promotions, and Vacancies	17
Article 15	Leaves of Absence	22
Article 16	Paid Leave	26
Article 17	Severance	28
Article 18	Insurance Coverage	29
Article 19	Attendance Policy	35
Article 20	Hours, Overtime and Premium Pay	37
Article 21	Safety	40
Article 22	Jury Duty	41
Article 23	Union Bulletin Boards	42
Article 24	Rates for New Jobs	42
Article 25	Michigan Workers' Compensation	42
Article 26	Severability Clause	44
Article 27	Zipper Clause	44
Article 28	Strikes and Stoppages	44
Article 29	Management's Rights	45
Article 30	Holidays	46
Article 31	Vacations	48
Article 32	Physical Exams/Drug Testing	51
Article 33	Additional Compensation and Certifications	51
Article 34	Compensation	54
Article 35	Termination and Modification	57
	Letter of Understanding re: Article 14 Layoff and Recall	58
	Letter of Understanding re: Emergency Managers	58
	Letter of Understanding: Donation of Sick Days	59
	Letter of Understanding: Commitment to Collaboration	59
Index		60

AGREEMENT

THIS AGREEMENT is entered into this 1st day of July 2016 between HURON VALLEY SCHOOL DISTRICT, hereinafter referred to as the Employer, and HURON VALLEY SCHOOLS EMPLOYEE CHAPTER 08 of LOCAL UNION NO. 202, affiliated with Michigan Council No. 25, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, hereinafter referred to as the Union. The term Employer shall also mean such agents and supervisory personnel as shall be directed by the Board of Education to act on its behalf.

NOTE: The headings used in this Agreement and exhibits neither add to nor subtract from the meaning, but are primarily for reference.

PURPOSE AND INTENT

The purpose and intent of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Employer and the Employees covered by this Agreement. The parties recognize that the interest of the community and the job security of the Employees depend upon the Employers and the Employees success in establishing adequate and reliable service to the community.

To these ends the Employer and the Union shall encourage to the fullest degree friendly and cooperative relations between the respective representatives of the Employer and the Union at all levels.

ARTICLE 1
RECOGNITION - EMPLOYEES COVERED

Pursuant to and in accordance with all applicable provisions of Public Employees Relations Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Union as the sole and 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. The bargaining unit includes all custodial/maintenance employees including custodians I, custodians II, permanent substitute custodians, grounds, grounds working leader, custodial working leader, and utility employees, maintenance technicians and maintenance technician helper, painters, and utility truck driver, but excluding all foremen, supervisors of maintenance of operations, and all other supervisors as defined in Act 379. Further, the bargaining unit shall exclude all temporary employees. A temporary employee shall be defined as a substitute employee or an employee who replaces a permanent employee on a leave of absence.

ARTICLE 2 AID TO OTHER UNIONS

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

ARTICLE 3 NEW EMPLOYEES

New Employees

The employer will furnish the Union a list of all new employees hired, rehired, reinstated or transferred into the bargaining unit and their effective date of such employment. New employees shall be provided a contract along with other pertinent employee information on date of hire by the Employer.

ARTICLE 4 UNION REPRESENTATION

A. Stewards

The custodians area shall have two stewards and two alternate stewards, the employees shall be represented by a Steward and an Alternate, who shall be regular seniority employees working in that area. In the absence of the Steward, the Alternate will represent the employees. There shall also be a Chief Steward and an Alternate Chief Steward who shall serve in the absence of the Chief Steward.

The Union shall notify the Employer, in writing, as to whom the designated Stewards and Alternate Stewards are as soon as possible after their election or temporary appointments.

B. Representative Release

If, in the handling of a reported grievance, it becomes necessary for the Union Representative to leave his/her work, he/she shall first obtain permission from his/her supervisor and/or principal. Such permission shall not unreasonably be withheld. The privileges of a Union Representative leaving his/her work during working hours, without loss of time or pay, is subject to the understanding that

such time shall be devoted to the proper handling, investigation and presentation of the grievance; will be done as expeditiously and with as little interruption of work as possible, and that this privilege will not be abused. Any alleged abuse by either party shall be a proper subject for a Special Conference.

If the Union Representative is required to go into another building other than his/her own in the handling of a grievance, the supervisors and/or principals at all buildings involved must be notified. The Union Representative shall return to his/her work as promptly as possible, and upon returning shall at once report to his/her supervisor and/or principal.

The Chapter Chairperson or Chief Steward shall be covered under Section B. above in cases where the Steward or Alternate Steward is absent or cannot attend or when specifically requested by the employee or the Employer. The Vice-Chairperson shall function in the absence of the Chairperson.

ARTICLE 5 SPECIAL CONFERENCES

A. Purpose

There shall be established under this Article a closed forum, hereinafter called "special conferences", for the purpose of improving Employer-Employee relationships. It is understood by the parties, however, that the special conferences are not to be construed or utilized as a grievance or "gripe" session. It is not to be considered as negotiations.

B. Scheduling

Special conferences will be arranged between the Chapter Chairperson and the Employer or its designated representatives by mutual consent of the parties. Such conferences shall normally be between three or four representatives of the Employer and an equal number for the Union (a Council representative and/or a representative of the International Union may be included within these numbers). Arrangements for the conference shall be made in advance; and a written agenda of the matters to be taken up shall be presented at the time the conference is requested. The names of the persons to be present shall be

submitted prior to the conference. Matters taken up at special conferences shall be confined to those included in the agenda. If the special conference takes place during an employee's working hours, he/she shall not lose time or pay for reasonable time spent in such special conference.

The Union representatives may meet at a place designated by the Employer on the Employer's premises for at least one-half hour (but not to exceed one hour) immediately preceding the special conference.

ARTICLE 6 GRIEVANCE PROCEDURE

- A. A grievance is defined to be a complaint by an employee or the Union, based upon an event or condition which is claimed or considered to be a violation of this Agreement or MERC.

- B. Grievances shall be presented in the following manner:

Each grievance shall be initiated within five (5) working days of the date of the reported occurrence, or the employee's, and/or Union's knowledge of its occurrence. However, in no event will any claim for back pay be valid for a period of more than thirty (30) calendar days prior to the date the grievance was first filed.

1. STEP I

- (a) If an employee feels that they have a grievance, they shall first attempt to present the grievance orally to the immediate supervisor, who shall attempt to adjust the matter consistent with the terms of this Agreement; provided that the Union has been given the opportunity to be present at such adjustment. The employee must state clearly that he/she is instituting Step I of the grievance procedure. However, failure to so inform the supervisor shall not be cause for denying the grievance.

- (b) The employee may then discuss the grievance with the Steward.

- (c) The Steward may also discuss the grievance orally with the employee's supervisor.

2. STEP II

- (a) If the grievance is not settled at Step I, the grievance may be presented in written form to the employee's immediate supervisor; the written form shall be signed by the Employee. The grievance must be presented in writing to the employee's immediate supervisor within ten (10) working days after its verbal initiation in order to be a proper matter for consideration under Step II or any subsequent Steps of this grievance procedure.
During each Step where a grievance is reduced to writing, the Union and the grievant will endeavor to include the following in the written grievance.
 - (1) The specific section of the Master Agreement allegedly violated.
 - (2) When this alleged violation occurred.
 - (3) In what way there has been a violation, misinterpretation, or misapplication of this Agreement.
 - (4) The name or names of the aggrieved person or persons, the manner in which they have been injured, and the proposed remedy or remedies for resolution of the grievance.

However, failure to include items one (1) through four (4) above shall not be cause for denying the grievance or contesting its arbitrability. Reasons and/or missing information needed shall be communicated in writing by the Supervisor to the Steward within five (5) working days of receipt of the grievance. The Steward shall have five (5) working days after receiving the aforementioned request to furnish the missing information to the Supervisor. The parties shall return to the herein outlined procedures thereafter.

- (b) The employee's immediate supervisor shall within ten (10) working days, answer the grievance in writing to the employee with a copy to the Chairperson of the Local Union and the Steward.

3. STEP III

- (a) If the grievance is not settled at Step II, the matter may be referred to the Chapter Chairperson who may, within ten (10) working days after the answer provided for in Step II (b) above, submit a written appeal to the Superintendent or a designee. The designated representative shall arrange for a meeting, to be held within ten (10) working days from the date the written appeal is received, between not more than four (4) representatives of the Local Union, and four (4) representatives of the Employer. The Local Union representatives and the Employer's representatives shall meet at the times and places designated and shall discuss the appealed grievance.
- (b) The Local Union representatives may meet at a place designated by the Employer on the Employer's property for at least one-half hour immediately preceding any meeting provided for in this Step of the Grievance Procedure.
- (c) The Employer's designated representative shall answer the grievance in writing and shall forward the said answer to the Local Union Chairperson within ten (10) working days after the meeting provided for in Step III (a) above.

4. STEP IV

If the grievance remains unresolved at the conclusion of Step III, either the Union or the Board may request, in writing to the other, that the matter be submitted to non-binding mediation with the Michigan Employment Relations Commission or the Federal Mediation & Conciliation Service. Such request for mediation must be made no more than ten (10) working days after delivery of the Step 3 formal disposition. For mediation to occur, the mediation request must be agreed upon in writing by the other party not more than ten (10) working days following receipt of the request.

5. *STEP V*

If the grievance remains unresolved at the conclusion of Step IV, or if the grievance is not mediated, it may be submitted to arbitration by either party, provided written notice of the intent to proceed to arbitration is delivered to the Employer or the Union within ten (10) working days after either (a) the conclusion of the mediation hearing or (b) notification of the decision under Step III if the grievance is not mediated. Following the written notice of intent to proceed to arbitration the Union and a representative of the Board shall attempt to select an arbitrator. If mutual agreement on the selection of an arbitrator cannot be reached within ten (10) working days after receipt of the notice of intent to proceed to arbitration, the American Arbitration Association or the Federal Mediation and Conciliation Service shall be requested to provide a panel of five (5) arbitrators. In the event the Union and the Employer are unable to agree on the arbitrator from the first list, two additional lists may be requested. In the event the Union and the Employer are unable to agree on an arbitrator from the second list, the following procedure shall be followed relative to the third list; both the Board and the Union, in that order, shall have the right to strike a name until only one remains, the one remaining to be the arbitrator. It shall be the function of the arbitrator who shall be empowered, except as the powers are limited below, after due investigation to make a decision in cases of alleged violation of the specific Articles and Sections of the Agreement.

- (a) The arbitrator shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.
- (b) The arbitrator shall have no power to establish salary structure.
- (c) There shall be no appeal from an arbitrator's decision if within the scope of the authority as set forth above. It shall be final and binding on the Union, its members, the employees or employee involved, and the Board. The Union shall discourage any attempt of its members, and shall not encourage or cooperate with any of its members, in any appeal to any court or labor board from a decision of an arbitrator nor shall the Union or its members by any other means attempt to bring about the settlement of any grievance.

- (d) 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, and neither party shall be responsible for the expense of witnesses called by the other.
 - (e) Should the grievance be sustained:
 - 1. All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less any compensation (not to exceed their rate of pay) that they may have earned from any interim employment during their regular hours of employment.
 - 2. No decision in any case shall require a retroactive wage adjustment in any other case.
 - (f) Any grievance which arose prior to the effective date of this Agreement shall not be processed under this Agreement.
 - (g) If either party disputes the arbitrability of any grievance under the terms of this Agreement, the arbitrator shall make a determination on the arbitrability of the grievance.
- C. The time limits specified heretofore for movement of grievances through the process shall be strictly adhered to and may be relaxed or extended only by mutual consent of the parties in writing. In the event that the Union fails to appeal a grievance within the particular specified time limit, the involved grievance shall be deemed to be abandoned and settled on the basis of the Employer's last answer. In the event the Employer shall fail to supply the Union with its answer to the grievance at any Step within the specified time limits, the grievance shall be deemed to be abandoned and settled on the basis of the Union's written position.
- D. As used throughout this Article, the term supervisor shall mean the employee's immediate supervisor.

ARTICLE 7 DISCHARGE AND SUSPENSION

A. Notice of Discharge, Suspension or Discipline

The employer shall not discharge, suspend or discipline an employee without just cause. When a disciplinary action is placed in writing such disciplinary statement shall contain notice to the disciplined employee of his or her right to seek the advice and assistance of the appropriate Union Steward. The Employer agrees, promptly upon the discharge or suspension of an employee, to notify in writing the employee's steward of the discharge or suspension with a copy to the Chapter Chairperson.

A discharged or suspended employee will be allowed to discuss the discharge or suspension with the appropriate steward and the Employer will make available an area where this may occur before requiring the employee to leave the Employer's premise. Upon request, the Employer or a designated representative will discuss the discharge or suspension with the employee and the steward. Nothing in this Article shall prevent the employer from taking immediate and disciplinary action should it be required by the circumstances.

B. Appeal of Discharge or Suspension

Should the discharged, suspended or disciplined employee or the steward consider the action to be improper, a grievance shall be presented in writing through the steward to Step II of the Grievance Procedure, within five (5) regularly scheduled working days after receiving the discipline.

C. Use of Past Records

In imposing any discipline on a current charge, the Employer will not take into account any prior job performance infractions which occurred more than twenty-four (24) months previously, with appropriate exception, nor impose discipline on an employee for inadvertent errors or mistakes on the employment application.

If the employee makes an intentionally false and material statement on his/her employment application or an application for leave of absence, he/she shall be subject to disciplinary action up to and including discharge within a period of

three (3) years. However, there shall be no time limitation for disciplinary action up to and including discharge for failure to report a felony conviction.

D. Personnel File Review

An employee shall have the right, upon written request, to make an appointment with the personnel administrator to review the contents of his/her personnel file.

E. Progressive Discipline

Except for offenses which include serious misbehavior or patterned behavior which interferes with an individual's employment or work assignment, the parties adopt the concept of progressive discipline designed to necessitate corrected behavior and agree with the concept that the severity of the infraction should determine the degree of discipline to be imposed.

The following steps shall constitute the progressive discipline plan:

- Verbal warning – will be documented and presented to employee
- Written reprimand
- Short-term suspension without pay (5 working days or less)
- Long-term suspension without pay (more than 5 working days)
- Termination of employment

F. Letters of Concern

Letters of Concern are meant to provide direction to an employee. They are not considered to be disciplinary. Letters of Concern will be removed from the employee's Personnel File twenty-four (24) months after the date of the letter.

ARTICLE 8 SENIORITY

A. Probationary Period

The probationary period for all employees covered by this Agreement shall be ninety (90) calendar days. However, the ninety (90) day probationary period may be extended for the period of time an employee was absent during the probationary period. It is further understood that while assignments may vary, the probationary period begins when the employee begins the first day of permanent employment. Time spent as a substitute or temporary employee shall not constitute any part of the probationary period.

The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in this Agreement, except that the Employer will have the right to discharge or take disciplinary action other than for Union activities involving a probationary employee without a grievance filed or processed.

B. Seniority/Lists

Seniority shall not be affected by race, color, creed, national origin, sex, marital status, or dependents of the employee.

Seniority shall be on a representational area basis (custodial/maintenance) in accordance with the employee's last date of hire.

When more than one employee is hired on the same day, seniority will be determined by use of a pseudo random number table.

In the event of layoff the employee shall continue to accrue seniority during that period.

The Employer will keep the seniority list up to date at all times and will provide the Local Union with an electronic up-to-date copy on or before November 1 and

again on or before May 1 of each school year.

ARTICLE 9 SENIORITY OF STEWARDS

Notwithstanding their position on the seniority list, stewards shall in the event of a lay-off of any type be continued at work as long as there is a job in their unit for which they are qualified and able to perform and shall be recalled to work in the event of a lay-off on the first open job in their unit which they are capable of performing.

ARTICLE 10 SENIORITY OF OFFICERS

Notwithstanding their position on the seniority list, the Chairperson, or the Vice-Chairperson when functioning as Chairperson of the Chapter, shall in the event of a lay-off be continued at work at all times when one or more units or fractions thereof are at work, provided they can perform any of the work available.

ARTICLE 11 LOSS OF SENIORITY

An employee shall lose seniority for the following reasons only:

1. The employee quits.
2. The employee is discharged and the discharge is not reversed through the grievance procedure set forth in this Agreement.
3. The employee is absent for three (3) consecutive working days without notifying the Employer, unless completely unable to notify the Employer. The employee does not return from sick leave or from a leave of absence within three (3) days after expiration of such, unless completely unable to notify the Employer and return to work. After such absence, the Employer will send written notification to the employee's last known address that the employee's seniority is lost and employment has been terminated. If the disposition made of any such case is not satisfactory, the matter may be referred to the grievance procedure.
4. The employee does not return to work when recalled from lay-off as set forth in

the recall procedure, unless completely unable to notify the Employer and return to work. In proper cases, exceptions may be made.

5. The employee retires.

ARTICLE 12 SUPPLEMENTAL AGREEMENTS

Any supplemental agreement shall be subject to the approval of the Employer and the Local Union. Any such supplemental agreement shall be approved or rejected within a period of thirty (30) calendar days following the date of its final drafting.

ARTICLE 13 LAYOFF AND RECALL

A. Layoff

1. The word "Layoff" means a reduction in the working force due to a decrease of work or limitation or reduction in operating funds. The Board shall have the sole responsibility for determining the positions to be reduced and the extent of such reductions subject only to Section 6 below.
2. If it becomes necessary for a layoff, the following procedure will be mandatory. Probationary employees will be laid off on a department-wide basis. Seniority employees will be laid off according to seniority. A laid off seniority employee shall be able to move into an equal or lower classification within his/her department where his/her seniority will allow and he/she can perform the job.

During a layoff a part-time employee will not be scheduled an increase in hours due to the layoff. Further, during a period of layoff within a given classification, temporary employees shall not be utilized for other than normal employee absences.

3. Employees who are to be laid off will have at least eighteen (18) calendar days' notice of layoff. The Chapter Chairperson and the Chief Steward

shall receive a list from the Employer of such employees being laid off on the same date the notices are issued to the employees.

4. In the event of a work stoppage implemented by another employee unit, the employees affected may be laid off on an emergency basis without regard to Section 3 above. However, if the full work year for the affected employees can still be scheduled, then such temporary layoff shall be considered an emergency work schedule change and shall not constitute a period of unemployment.
5. If there is temporary work within a unit during the summer months, which cannot be assigned within that unit, employees from another unit who do not normally work during such time shall be considered on a seniority basis for transfer to that unit temporarily before persons are assigned from outside the bargaining unit; provided that employees transferring to such temporary assignments must be qualified in all respects to perform such work outside their normal representational area. Employees desiring temporary summer work outside their unit shall indicate their desire in writing to the Human Resources Office not later than June 1 of each year. It is understood by the parties that no person can acquire more than one (1) year of seniority in any twelve (12) month period even if performing temporary summer work as described herein.
6. Prior to any proposed layoff, management shall meet with Union representatives and discuss the need for and plans for implementation of said layoff. At the employer's request, the Union shall assist management in any matter pertaining to layoff and recall.

B. Recall

When the unit working force is increased after a layoff, employees will be recalled according to seniority, if qualified to perform the work available. Employees shall be maintained on a recall list for a period of equal to their seniority or twenty four (24) months, whichever is less. Notice of recall shall first be attempted by telephone; recall shall then be by written notice and sent

to the employee at his or her last known address by registered or certified mail. Within seventy-two (72) hours after receipt of the recall notice, the employee shall notify the Employer in writing of his or her intention to return to work and within seven (7) days after receipt of the notice of recall, the employee shall return to work. In proper cases, exceptions may be made.

ARTICLE 14

TRANSFERS, PROMOTIONS AND VACANCIES

Current regular seniority employees meeting established qualifications shall be allowed to transfer or promote as provided in this Article to posted positions within the bargaining unit before any new employees are hired.

A. Transfers/Vacancies

In the filling of vacancies, transfers within classification shall be given priority over promotions.

1. A transfer is a lateral change within a salary classification in each representational area where there is an opening and there is no additional compensation; for example, a movement to another building, to another shift, (when applicable), or to another job within the same salary classification falls within the definition of a transfer.
2. Whenever a vacancy in a position occurs which is not considered a promotion; the vacancy shall be posted for five (5) working days. The seniority applicant meeting the posted qualifications as listed in the most recent posting shall have a personal interview with the building or department supervisor. Except as provided below, the qualified seniority employee requesting the transfer shall be granted the position. In the event the qualified seniority employee is denied the transfer, notice and reasons in writing shall be given to the employee with a copy to the Steward. An employee transferred in accordance with this Article will receive a twenty (20) working day trial period to determine his/her ability to perform in the new area or shift. It is understood that the twenty (20) working day trial period is the

maximum timeline, while there is no intended minimum time for such trial period. However, the trial period shall be of such duration as to afford the employee a reasonable opportunity to demonstrate his/her competency and ability to perform in the new area or shift. In the event the trial period proves unsatisfactory the employee shall revert back to the same or similar position as was held prior to the transfer. Bargaining unit employees will be limited to one transfer per twelve (12) months. During the trial period, the employee will receive the compensation rate of the job the employee is performing.

Unsatisfactory attendance and/or discipline records may be grounds for not granting an employee a transfer.

3. The Employer may reassign an employee who is not within the bargaining unit into the bargaining unit, providing there is an open job within the bargaining unit which has been posted and not been filled, providing such employee shall start earning seniority from the date of reassignment into the unit. (Seniority not related to Salary Schedule steps.)
4. If an employee is transferred to a position not in the bargaining unit and is thereafter transferred back again by either the Employer or by his/her own volition, the employee shall not lose seniority accumulated prior to the promotion.

It is further understood that should a bargaining unit employee be promoted or transferred outside the bargaining unit and thereafter return to the bargaining unit, the time spent in the non-bargaining unit assignment shall not be considered for seniority accrual within the bargaining unit for the purposes of advantages granted under the Master Agreement including transfers, promotions, lay off and recall.

5. If and when operations or division or fractions thereof are transferred for more than ten (10) days from one location to another, employees affected will be given the opportunity to transfer on the basis of seniority, preference and classification. Location exchange will be considered in such cases.
6. It is recognized by both parties that unrequested transfers may be necessary.

The Employer agrees to avoid unnecessary unrequested transfers. In the event of such a transfer the employee shall have at least one (1) week notice whenever reasonably possible. Also the Executive Director of Human Resources or a designee along with the Chapter Chairperson or a designee shall meet with the employee to explain the need for the transfer. It shall be up to the Executive Director of Human Resources or a designee as to whether the unrequested transfer is necessary.

7. A temporary position within the District shall be defined as a position based on the needs of the students or District, which is limited to a duration of thirty (30) working days. After thirty (30) working days, the temporary position shall be posted as a regular bargaining unit position. This section shall not apply to summer work.
8. During summer months when school is normally not in session, work crews will be allowed for team cleaning of school buildings. It shall be understood, however, that in no case will the concept and utilization of work crews during this time period cause the layoff of full-time regular custodial help during said time.

B. Promotions/Vacancies

1. A promotion is a change in an open job classification which results in additional compensation during the regular work day. Promotions are not meant to include the taking on of additional duties within the same job classification or work involving overtime, shift differential or premium pay.
2. Whenever a vacancy in a position occurs, which position shall be considered to be a promotion within the meaning of Section A, or whenever a new job is created, the Employer shall publicize the same by giving written notice of such vacancy by posting the job classification and its duties.

No vacancy shall be filled, except on a temporary basis, until such vacancy shall have been posted for five (5) working days.

3. Any employee may apply for a vacancy as defined in Sections A and B

above. Promotions within the bargaining unit shall be made on the basis of seniority, qualifications and testing.

Interested bargaining unit members will be given the opportunity to take a pre-qualifying written exam for working leader, utility worker, high school maintenance, grounds and maintenance technician. (All tests will be determined by management and will be subject to change.) A three (3) month waiting period is required before a retest will be allowed. (The skills of the working leader shall be determined by management and will be subject to change.) Upon appeal, the Chapter Chairperson or Chief Steward, may review a bargaining unit members test scores.

To be eligible for promotion to a working leader position the employee must have a good attendance record and no disciplinary record for the past two years.

The employee must have successfully completed a hands on test to be considered qualified. If the employee is not given a position / promotion within two years, they must re-qualify.

Seniority applicants meeting the established posted testing standards and qualifications shall have a personal interview with the building or department supervisor. The senior qualified applicant shall be given first consideration for a promotion in every case where the Employer has determined such senior applicant to have the qualifications, ability and experience for the specific position. Unsatisfactory attendance and/or discipline records may be grounds for not granting an employee a promotion.

4. The trial period for promotion shall be thirty (30) working days. During the trial period, the employee will receive the compensation rate of the job the employee is performing.

It is understood that the thirty (30) working day trial period is the maximum time line, while there is no intended minimum time for such trial period.

However, the trial period shall be of such duration as to afford the employee a

reasonable opportunity to demonstrate competency to perform satisfactorily on the job. During the thirty (30) working day trial period the employee shall have the opportunity to revert back to the former classification and a letter of explanation shall be submitted to the Employer. Likewise, if the employee is unsatisfactory in the new position, the employee will be returned to the former or similar position, and notice and reasons shall be submitted to the employee in writing by the Employer. The matter then may become a proper subject for the 2nd step of the grievance procedure. The employee's salary shall revert to the classification from which the employee was promoted. This salary shall not be affected.

5. Any employee assigned to work above classification for two (2) days or more within a pay period shall receive the higher pay for all time worked in such higher job classification. If an employee temporarily works below job classification, the employee shall still receive the regular classification pay. Seasonal adjustments may alter an employee's job classification with the appropriate pay rate change under the wage scale hereinafter set forth.
6. An employee who is promoted during the probationary period shall be considered to have satisfactorily completed the probationary period in the classification from which promoted.
7. Working Leaders shall work well and cooperate with other staff members. Working leaders have responsibilities which include the performance of duties above and beyond those stipulated in the job description for building custodians. Specifically, working leaders, where assigned, will direct work in consultation with the supervisor and/or building administrators. Working Leaders are to relay the supervisor's directions to other custodians and report back to supervision on the progress of all assigned custodial work within their building, but shall not be interpreted as to furnishing the Employer with employee evaluation reports. Working leaders will not discipline or evaluate.

ARTICLE 15 LEAVES OF ABSENCE

Leaves of Absence under this Article shall include leaves for illness, maternity, illness of an immediate family member, military leave, union business leave and educational leave. Regulations for specific types of leaves are outlined below.

A. Protracted Illness or Disability

All employees with three-hundred sixty-five (365) days length of service with the Employer will be granted an FMLA leave of absence in cases of protracted illness or disability provided that the employee shall be required to provide certification from a competent physician verifying the need for such leave of absence. Upon mutual agreement between the Employer and the Union, exceptions may be made to permit an employee with less than three-hundred sixty-five (365) days seniority such leave of absence. The Board shall maintain the right to have any employee examined by a Board- designated physician at its expense at any time such examination is deemed necessary. In the event a difference of opinion persists between the employee's physician and the Board- designated physician, the matter shall be referred to an appropriate specialist in the area of controversy at the Ford Hospital, or the University of Michigan Hospital at Ann Arbor for final determination in the matter which shall be binding on all parties.

The employees must notify the Employer and the Union within the first three (3) days of absence, whenever possible. Such leave shall be granted for up to one year; provided, however, that such leave may be extended for up to one year. During the time employees are on leave of absence, they will not lose their seniority. When the employees return to work they will be placed in a position comparable to the type of work and wages of the classification which they left. The Employer shall not be required to re-employ any person who is not capable of performing the duties applicable to the position. Such employees shall be given the opportunity to work another job classification if capable of performing such job.

An employee who is granted a leave of absence under this Section shall have the Board paid Employee's Health Benefit Plan, if applicable, continued at Board expense for up to the first three (3) months of such unpaid FMLA leave. Further, in the case of a serious injury, illness or disease, the Superintendent may, at his/her discretion, grant a longer extension of the Board paid health plan above. In any such case the decision of the Superintendent shall be final.

The Family Medical Leave Act shall be governed pursuant to the Board policy. The employee must first use accumulated paid sick leave. The remainder of any FMLA leave time will be unpaid.

B. Military Leave

Any employee serving in the United States Armed Forces shall upon termination of such services, be offered re-employment in the previous position, as set forth in the applicable laws and regulations, provided the employee has received an honorable discharge, seeks re-employment within ninety (90) days from the date of discharge, and is still qualified and competent to perform work and duties required on a job. Those employees who are members of the National Guard or Reserve units shall be granted a leave of absence or their vacation period for the necessary period during the year for such training or duty.

C. Maternity Leave - Sick Leave

1. As a result of and in compliance with P.A. 153 of 1978, which requires a sick leave system to be eligible to a pregnant employee on the same terms and conditions as are applicable to other health conditions and temporary disabilities, the following provision shall be effective.

a. An employee shall be granted a maternity leave of absence upon submission of a medical statement confirming the employee's incapacity to work, and such leave shall extend through the period of documented disability. If there is doubt of the disability, the

Employer may require (at its expense) a medical examination confirming the disability.

- b. A pregnant employee shall have the option of using her accumulated sick leave in accordance with Article 17 or taking a leave without pay for the exclusive period of the temporary disability. An employee may not change from an unpaid leave to a paid leave after an unpaid maternity leave has been granted.
- c. Upon termination of the pregnancy and in conjunction with the post-natal examination, which confirms the conclusion of the disability, the employee shall be required to return to work. Failure to return to work upon conclusion of the leave of absence shall be treated in accordance with ARTICLE 11, Section 3.
- d. If the employee opts for sick leave, which is insufficient to cover the duration of the pregnancy disability, such employee will be on a temporary unpaid sick leave that ends upon conclusion of the disabling period of time (as set forth in subsection b. above). The employee shall then be required to return to work per subsection c. above. Determination of the disabling effects of pregnancy shall be based upon the medical evidence and/or the employee's inability to perform all the necessary and regular duties and functions of the position.

- 2. An extension of a leave which is not a result of continuing disability maybe granted at the discretion of the Board in accordance with Section E. of this Article.

D. Union Business

Members of the Union selected by the Union to participate in Union business, conferences, seminars or conventions, shall be granted a leave of absence without pay at the request of the Union provided at least two (2) weeks' notice is given and the replacement of such employee does not require an additional expense to the Employer. A leave of absence for such Union activity shall not

exceed two (2) weeks; nor shall more than three (3) employees be eligible for such leave during a calendar year. The employee has the option to take vacation with pay in lieu of the leave of absence. Meetings called by the Employer shall not result in any loss of pay to any Union member in the bargaining unit. Members of the Union elected to Local Union positions or selected by the Union to do work which takes them from their employment with the Employer shall at the written request of the employee receive unpaid leaves of absence for up to one (1) year or the term of office, whichever may be shorter. Upon termination of such leave they shall be re-employed with like seniority, status, and pay. Such leave may be extended for up to one (1) year.

E. All Other Types

All other types of leaves of absence may be granted for a reasonable period of time, up to one (1) year, for good cause. The request for the leave of absence shall be presented in written form to the Employer for evaluation and consent, considering the merits of the request and the efficient operations of the school on a first come first served basis. Special consideration will be given to leave requests pertaining to the illness of an immediate family member and for educational leaves. The employee may request an extension of such leave.

F. Return from Leave

All employees granted a leave of absence for one (1) month or more shall notify the Employer of his or her intent to return to work within seven (7) days of the expiration date of the leave of absence (except for military leave and maternity leave as set forth above). Upon termination of such leave they shall be reinstated with like seniority, status, and pay. However, the Employer shall not be required to reinstate any person who is not capable of performing the duties applicable to the position.

G. Seniority While on Leave

Employees receiving a leave of absence without pay shall continue to maintain their seniority. Employees receiving a leave of absence without pay exceeding

one (1) year shall not have such time in excess of one (1) year counted in the computing of total school district seniority, nor will other employment benefits be considered to accrue.

ARTICLE 16 PAID LEAVE

A. Sick Leave

1. All employees in the bargaining unit shall accrue a maximum of eight (8) sick leave days annually for twelve (12) month employees. These accrued sick leave days will be loaded in the employees' sick leave banks on the second pay each month. For example, .666 sick leave bank days will be loaded on the second pay each month to a total of eight (8) days annually.
2. All regular employees shall be credited with a service accumulation for sick leave purpose at the end of each fiscal year equal to the number of unused days in the current allowance for that year. This service accumulation process may continue during the service of the employee up to a maximum of one-hundred fifty eight (158) days.
3. All sick leave accumulated prior to the execution of this Agreement shall be credited and carried forward. Approved absence from duty shall be charged to service accumulations. No deductions in pay will result from absence from duty as approved unless the total absence exceeds the combined service accumulations or if the claim for sick leave is false. A doctor's statement may be required by the Employer at any time it believes there is abuse.
4. An employee on sick leave under the provisions of this Article will be deemed to be on continued employment for the purpose of computing all benefits referred to in this Agreement.

B. Compassionate Leave

All employees with sick leave benefits may be permitted to use a maximum of five (5) days of such leave per year in the event of serious illness (requiring a

doctor's consultation) in the immediate family. The immediate family shall be defined as parents, parents-in-law, spouse, children, grandchildren, brother, sister, grandparents, brother-in-law, sister-in-law, and grandparents-in-law. To use this time off without loss of pay, the employee must certify in writing to the Superintendent or his/her designee the details of the request. The Superintendent or his/her designee may, at her/his discretion, grant compassion leave for situations other than those mentioned above, and the decision of the Superintendent relevant to those situations shall be final.

C. Funeral Leave

In the event of death in the immediate family, as defined in Section B. of this Article, an employee will automatically be granted three (3) paid funeral leave days but under extenuating circumstances may be granted up to five (5) leave days if approved by the Superintendent or his/her Designee. To use this time off without loss of pay or sick leave, the employee must certify in writing to the Superintendent or his/her Designee the details of the request. The Superintendent may, at her/his discretion, grant funeral leave for situations other than those mentioned above, and the decision of the Superintendent relevant to those situations shall be final.

D. Personal Business Leave

Each member of the bargaining unit shall be allowed up to two (2) paid personal business days taken from employee's sick leave banks if available days of employment per school year to take care of matters of a personal nature which cannot be taken care of at a time other than school time. Request for a business leave day shall be as far in advance as possible, but not less than forty-eight (48) hours except for stated emergencies, and shall be submitted in writing to the immediate supervisor stating the reason for such leave.

In order to qualify for the perfect attendance award, personal business leave requests must also be approved by either the Maintenance or Operations Supervisor, as appropriate. Requests for personal business leave which do not comply with the above criteria may be denied in which case reasons will be given.

E. Reporting Absence

When an employee is unable to report to work on any given day, they shall contact the appropriate supervisor as early as possible, but in no event later than one (1) hour prior to the time they are scheduled to report to work. An employee who does not follow the reporting procedure without adequate reason may lose pay for the day and may be subject to discipline.

**ARTICLE 17
SEVERANCE**

Severance Pay

If an employee resigns, retires or is disabled within the meaning of the Michigan Public School Employees' Retirement Act, s/he shall be eligible for a Severance Pay.

An employee who has an unused sick leave bank of more than fifty (50), but less than one-hundred (100) days, shall be eligible for three percent (3%) of his/her last year's regular salary (exclusive of all premium pay) upon his/her resignation, retirement, or disability.

Further, an employee who has an unused sick leave bank of one-hundred (100) days or more shall be eligible for five percent (5%) of his/her last year's regular salary (exclusive of all premium pay) upon his/her resignation, retirement, or disability.

ARTICLE 18 INSURANCE COVERAGE

Insurance Eligibility

Eligibility for Employees Hired before August 12, 2007

Employees who work four (4) hours or more per day or twenty (20) hours per week shall be covered by Article 18, Insurance Coverage. For employees who work thirty (30) or more hours per week, all benefits contained in Article 18 shall be provided to the employee or as stipulated in the coverage plan with employee contributions as outlined below in A-1. For employees working at least twenty (20) hours but less than thirty (30) hours per week, the Board of Education's contribution to the cost of insurance benefits called for in this Section shall be the same ratio as the employee's hours per week are to thirty (30) hours per week, with the employee paying the remainder of the cost.

Eligibility for Employees Hired after August 12, 2007

Employees who work six (6) hours or more per day or thirty (30) hours per week shall be covered by Article 18, Insurance Coverage with employee contributions as outlined below in A-1.

Eligibility for all insurance coverage through the district shall begin following completion of ninety (90) days of employment with the district.

An employee who provides false eligibility information on their enrollment form for certification of insurance coverage shall immediately be removed from the Board's insurance program(s) and shall not be eligible to re-enroll for the benefit plan until the next open enrollment period.

A. Health Insurance

The Board of Education shall pay for the individual health and prescription coverage as described below for each eligible employee who desires such insurance, except that the Board shall not pay for any health insurance if the employee or other family member elects to be covered under another health insurance plan from another source. The Board further agrees to offer full family

coverage including coverage for eligible dependent children through the end of the calendar year in which they turn twenty-six (26) and for family continuation coverage as outlined by the provider.

Eligible employees and their dependents shall have the product choice option to enroll during the fall Open Enrollment period, in one of the following insurance plans with prescription drug coverage, if allowable by the insurance carrier. The coverage elected during open enrollment will be effective on January 1.

- A PPO plan with a \$500 single deductible/\$1,000 two-person or family deductible with a prescription drug plan.
 - A PPO plan with a \$1,000 single deductible/ \$2,000 two-person or family deductible with a prescription drug plan.
 - A high deductible health plan (HDHP) with a prescription drug plan.
 - The District may at its option offer a low cost ACA Bronze Plan if needed to comply with “affordability” under the Affordable Care Act in addition to the negotiated health care plan. This plan will be re-evaluated annually by the District.
1. The parties agree and understand that benefit offerings and insurance decisions are complicated by outside forces such as the Affordable Care Act (ACA), Michigan PA152 of 2011 on hard cap and 80/20 limits, and budget limitations. In consideration of the above:
- a. Prior to the start of a new medical benefit plan year, the Board, in compliance with PA152 of 2011, will determine whether it will remain a hard cap district or elect the optional provision of 80/20 caps on employer/employee contributions toward health insurance coverage.
 - b. If the District elects to be an 80/20 district, the employee shall pay 20% of the premium.
 - c. District funding, if any, into the employee’s health savings account (HSA) will be determined by the District each year prior to the fall Open Enrollment period. When an employee enrolls into a health savings account plan after January 1st, the District will prorate the amount it will

fund into the account based on the corresponding number of months the employee is in the plan. Employees who have a qualifying event that necessitates a move from single coverage to two-person or family coverage will receive a pro-rated differential from the single coverage HSA funding to the two person or family HSA funding. Should an employee move from two-person or family coverage to single coverage after January 1, the funding will be reduced by the same pro-rated monthly differential. The District will fund the HSA account as follows: three-quarters on the first business day after January 1 and one-quarter on the first business day after September 1. There will be no District funding into the ACA designated Bronze level plan.

- d. All of the above noted issues will be annually reviewed by the District Insurance Committee with alternative solutions, policies or benefit offerings explored and recommendations made.
2. In the event that Federal and/or state legislation or regulation shall be adopted and become effective during the term of this agreement impacting retirement, benefits or the health care plan, including but not limited to, premiums, other costs, employee contributions, pooling and the like, the parties acknowledge that the health care plan provided herein or other affected benefits shall be promptly modified and adjusted to the extent required or permitted by such legislative/regulatory action.

Nothing within this agreement shall limit the school district from exercising any right, privilege, or meeting any future legal obligation provided or imposed by law regarding employee benefits, compensation or retirement.

If a reduction in the Board contribution for benefits is mandated by law, the union reserves the right to negotiate alternative changes to that benefit, resulting in equivalent savings if such changes are permitted by law.

3. The Board shall provide a cash option to eligible employees in lieu of medical health insurance. The cash amount shall be one hundred dollars (\$100) per month. Employees shall elect cash in lieu by the last day of the annual open enrollment period. The effective date for the change will be January 1st.

B. Dental Plan

The Board shall select the insurance carrier of a Dentistry Plan for all full-time employees covered by this Master Agreement. To receive this dental care plan at no cost to the employee an employee must be eligible as defined in this Article.

The following provisions shall apply to the Dentistry Plan:

1. The Dentistry Plan shall include the following:
 - No annual deductible for basic and major services
 - Individual annual maximum \$1,250;
 - Class 1 Preventive Services - 100%
 - Class 2 Basic Services – 80%
 - Class 3 Major Services – 50%
 - Orthodontia Services (child and adult) – lifetime maximum \$2,500 at 50%
2. Any employee covered by another group dental plan shall not be eligible for the plans outlined in 1 above, but shall receive the same benefits as set forth in 1 above in the following manner: - 50% Class I benefits, 50% Class II benefits and 50% Class III benefits.
3. Where applicable, the dental programs described above shall provide for both internal and external coordination of benefits.

C. Vision Plan

The Board shall provide, to eligible employees and their eligible dependents, the following vision care plan including coordination of benefits. To receive this vision care plan at no cost to the employee, an employee must be eligible as defined in this Article.

An examination and frames and one pair of corrective lenses (including prescription sunglasses, photo-ray lenses or contact lenses) will be provided once in a two year plan period of twenty four months for each eligible member of the family.

(1) Examination	\$60.00
(2) Single vision lenses	\$35.00 per lens
(3) Bifocal lenses	\$50.00 per lens
(4) Trifocal lenses	\$55.00 per lens
(5) Lenticular lenses	\$65.00 per lens
(6) Frames	\$70.00
(7) Contact lenses	\$80.00 per lens

D. Term Life Insurance

Employees covered by this Agreement shall be covered by a \$25,000 group term life insurance provided by the Board, to become effective in accordance with Section E. below. Further, in the event of the accidental death of an employee covered under this policy, the effective amount of such coverage shall be doubled (coverage to specify AD&D). To receive life insurance, an employee must be eligible as defined in this Article. It shall be the employee's responsibility to submit the necessary forms to obtain such insurance.

E. Coverage Implementation

The above sections shall become applicable on the first day of the month following ratification unless otherwise specified, or when the insurance carrier's requirements are met. Employees are responsible for furnishing properly signed forms to the Human Resources Department to be covered if they are not presently a member of the Huron Valley Group.

F. **Disability Purchase Option**

Employees may elect to purchase short and long term disability insurance, if available, through the district program, provided they are eligible for same under the rules and regulations of the carrier. Payments for elected coverage shall be through payroll deduction.

G. A representation of the AFSCME bargaining unit shall be included in the Huron Valley Schools Insurance Committee.

ARTICLE 19 ATTENDANCE POLICY

A. Perfect Attendance

As an incentive for A.F.S.C.M.E. employees in an attempt to encourage and support exemplary attendance, the school district will also initiate a Perfect Attendance Incentive Plan. Under the Perfect Attendance Incentive Plan, all A.F.S.C.M.E. employees will be eligible for a payment (separate check) in the amount of one hundred dollars (\$100) paid out in six (6) month increments for no work days missed for six (6) consecutive months to a total of two hundred dollars (\$200) annually for perfect attendance. The one hundred dollar (\$100) attendance incentives will be paid out in January and July. To be eligible for the Perfect Attendance Incentive, an A.F.S.C.M.E. employee must have been employed for the entire fiscal year or school year as applicable to his or her position. Further, the employee shall not have missed any work time whatsoever; this includes time off for illness, disability, tardiness, leaving early, illness in the family, and business leave, on an unpaid basis. The only exceptions, which will not count against the Perfect Attendance Incentive are vacation days, holidays, jury duty, funeral leave, workers compensation, and paid personal business leave approved in accordance with the Master Agreement. For multiple years of perfect attendance, an employee will receive an additional fifty dollars (\$50) per year to a maximum of five hundred dollars (\$500).

On any day when school sessions are scheduled but that student attendance is canceled by the Superintendent due to natural causes or acts of God, employees are expected to report for duty. Unless so notified by the Employer, all employees will be required to work in order to receive pay. Employees required to work on days when school is not in session shall be paid their regular rate of pay for such days.

It is further understood that employees required to work in order to receive pay, who are unable to report after making an earnest effort to do so, may request and be granted a personal business or vacation day if entitled to same under the provisions of Article 16.

B. Attendance Control

When an employee is unable to report to work on any given day, s/he shall contact the appropriate supervisor as early as possible, but in no event later than one (1) hour prior to the time s/he is scheduled to report to work. S/he shall follow the district procedures. An employee who does not follow the reporting procedure without adequate reason may be subject to discipline.

A Supervisor may request a doctor's statement whenever s/he suspects abuse regarding an employee's absence. Abuse may include excessive or patterned usage. The request for a doctor's statement will not be made without cause.

A Supervisor will immediately counsel any employee when his/her attendance becomes a concern. This counseling will not be considered as discipline.

The progressive disciplinary procedure outlined in Article 7 Section E of this Agreement will be utilized should counseling not be effective.

Falsification of sick leave or any other leave may result in discipline up to and including discharge.

ARTICLE 20

HOURS, OVERTIME AND PREMIUM PAY

A. Work Week

The regular work week shall consist of five (5) consecutive work days, within a seven (7) consecutive day period. The regular work assignment shall consist of four (4) to eight (8) hours per day. An eight (8) hour shift shall be exclusive of a one-half (½) hour lunch period. The entitlement to lunch periods shall be governed by Article 20 Section E.

The regular work week for alternative-work-week positions may be defined as Monday through Friday, Tuesday through Saturday, or Wednesday through Sunday. There are two consecutive days off in any seven day period. (Note: The alternative work-week positions were established to accommodate the seven day operation of the Pool, Field House Fitness Center.)

Alternative work-week employees may have overtime assignments that occur during their regular shift extending that shift to complete both the regular and overtime assignments.

B. Work Schedule

All employees shall have a regular work shift and each work shift shall have regular starting time, quitting time, breaks and lunch periods. Work schedules showing the employee's shift, starting time, quitting time, breaks and lunch periods shall be posted in each building. Such work schedules shall not be changed except for good cause. If requested the Employer will specify the reasons to substantiate a change in work schedule during a special conference. Following such Special Conference the schedule change may be instituted upon five (5) working days' notice to affected employees. If the decision is unacceptable to the employees, the matter may be subject to the grievance procedure beginning at Step 3.

C. **Shift Hours**

The first shift is any shift that regularly starts on or after 4:00 a.m., but before 11:00 a.m. The second shift is any shift that regularly starts on or after 11:00 a.m., but before 7:00 p.m. The third shift is any shift that regularly starts on or after 7:00 p.m., but before 4:00 a.m. A shift shall be considered a regular shift if it is of a duration of at least seven (7) calendar days; anything less shall be considered temporary.

D. **Shift Premium**

Employees who work on the second or third shift shall receive in addition to their regular pay twenty five cents (.25) and forty cents (.40) respectively, additional compensation. In addition to the shift premiums defined above, an alternative-work-week premium of twenty five cents (.25) per hour shall be paid to employees in high school alternate-work-week positions with an alternative-work-week schedule.

Notwithstanding their scheduled starting time, custodians II will not be eligible for premium pay for the second shift unless fifty percent (50%) or more of the hours regularly worked are after 5:00 p.m. Custodians II will not be eligible for premium pay for the third shift unless fifty percent (50%) or more of the hours regularly worked are after 8:30 p.m.

E. **Lunch and Breaks**

Employees working at least eight (8) hours per day may take a thirty (30) minute unpaid lunch. Employees working at least eight (8) hours per day may take a fifteen (15) minute "break" in approximately the middle of the first half of their shift and another fifteen minute "break" in approximately the middle of the second half of their shift. Employees on shifts who work six (6) but less than eight (8) hours shall be entitled to one (1) fifteen (15) minute "break" approximately in the middle of the first half of their shift.

F. Overtime and Premium Pay

1. Overtime is all time over forty (40) hours worked per week. All overtime is to be paid at a rate of time and one-half per hour at the employee's regular hourly rate.
2. Overtime shall be distributed equally and impartially as far as practicable. Employees who are to work overtime shall be notified at least twenty-four (24) hours in advance, when possible. Exceptions to the above may be made for any employee working in more than one classification.
3. A sick day shall not constitute a day worked in computing overtime.
4. Any employee called in to work shall be guaranteed two (2) hours work or pay unless the employee leaves work voluntarily or for personal reasons.
5. An overtime equalization chart shall be maintained by the person in charge of each building where three or more persons in any given classifications are assigned on overtime to make sure that the overtime is rotated. For the purpose of this clause, time not worked because the employee was unavailable or did not choose to work shall be charged the number of overtime hours available. Employees will not be charged on the Overtime/Equalization Chart for alarm calls.
6. For Sundays and holidays the rate will equal two (2) times the regular hourly rate. The provision applies to employees in each representational area. It is understood that midnight overtime begins 10:30 p.m. Saturday night through 10:29 p.m. Sunday night for double time.
7. Extra work is work which is available and can be performed by regular employees working less than eight (8) hours per day. Employees working less than eight (8) hours per day, during their regular scheduled work shift, shall be included on an extra equalization work chart for extra additional hours, based on a rotation system as is described in Section F.5. above, for overtime. Such work shall be equalized among and performed by employees within a classification. Same shall be in addition to their regular

hours at straight rates of pay up to eight (8) hours per day and forty (40) hours per week.

8. Overtime equalization and/or extra equalization work charts shall be posted in a conspicuous place at each work site as required

ARTICLE 21 SAFETY

A. Responsibilities

The Employer and employees shall maintain reasonable safety precautions at all times. Under no circumstances will an employee be required or assigned to work involving dangerous equipment, or in violation of an applicable statute, court order, or governmental regulation relating to safety of person or equipment.

Employees shall immediately, or at the end of their shift, report in writing on memo form any items that may be defects of equipment. The Employer shall not require an employee to use equipment that has been reported as being in an unsafe operating condition until it has been repaired, reviewed, or approved as being safe.

B. Equipment Safety

When there is a question as to whether the equipment is or is not in a safe operating condition, the Local Chapter Chairperson and the Supervisor of the unit (in which the equipment is involved) shall forthwith review the equipment, situation and condition in a meaningful attempt to rectify the alleged unsafe condition.

If no consideration is received by the local Chapter Chairperson, the Chairperson shall forthwith take the matter up with the Superintendent of Schools, or his designee. During such time, the employee shall not be required to operate such equipment if in his/her opinion it presents a danger to his/her health or safety.

However, if it is found that the employee's allegation is not justified, such employee shall be subject to disciplinary action. Likewise, if an employee fails to report a defect he/she is aware of, the employee may be subject to disciplinary action.

If an employee believes s/he is not being provided with personal protection equipment required by law, s/he should bring this matter to their supervisor's attention and the Union.

ARTICLE 22 JURY DUTY

Any employee who is summoned for jury duty examination and investigation must notify the Human Resources Office within seventy-two (72) hours of receipt of such notice. If an employee, who has completed the probationary period, is summoned and reports for jury duty, the employee shall be paid the difference between the amount received as juror and the normal week's pay, not to exceed four (4) weeks; provided the employee is available for work within the regular work schedule when not occupied with jury duty. It is understood by the foregoing provision that: If the employee is dismissed from jury duty within three (3) hours from the beginning of the shift, the employee shall be required to work for the balance of the shift.

To be eligible for jury duty pay differential, the employee must furnish the Employer with a written statement from the appropriate public official, listing the dates the employee received pay for jury duty. Any employee found abusing this privilege shall not be entitled to the pay differential.

In some cases, particularly regarding employees on the second and third shifts, it may not be a reasonable expectation to have the employee report for a full shift after completing a day of jury duty.

In the event an employee assigned to a second or third shift is appointed to a jury, the employee should request a meeting with his/her supervisor to discuss and agree upon a reasonable accommodation with reference to the rule set forth

in the first paragraph. The appropriate Union steward/officer may attend such a meeting.

ARTICLE 23 UNION BULLETIN BOARDS

The Employer will provide bulletin board space in each building which may be used by the Union for posting official notices of the following types:

1. Notices of recreational and social events.
2. Notices of Union elections.
3. Notices of results of Union elections.
4. Notices of Union meetings.

It is the responsibility of the Union to maintain such bulletin boards in a clean and presentable manner.

ARTICLE 24 RATES FOR NEW JOBS

When a new job is created within the bargaining unit which cannot be properly placed in an existing classification, the parties will discuss a proper classification and rate structure to apply. If the job is assigned to a member of the bargaining unit prior to establishment of the rate, the rate shall apply retroactively to such member of the bargaining unit.

ARTICLE 25 MICHIGAN WORKERS' COMPENSATION

Each employee will be covered by the applicable Michigan Workers' Compensation Laws and the Employer further agrees that an employee being eligible for Michigan Workers' Compensation will receive, in addition to his/her Workers' Compensation income, an amount to be paid by the Employer sufficient to make up the difference between Workers' Compensation and his/her regular net pay based on his/her regular weekly shift; such amount shall be deducted proportionately from the employee's sick

leave bank; provided however, that the employee may opt not to utilize his/her sick bank and not receive this additional amount.

A. Return To Work

When an employee is released to return to work after having been absent on a Workers' Compensation disability, the employee will be reinstated to the classification and location held prior to his or her injury provided:

1. The treating physician has released the employee to return to his/her regular position.
2. The employee returns to work within one (1) year of the date of disability from the Workers' Compensation injury.

The Board shall continue the payment of health, dental and life insurance up to a maximum of one (1) year for an employee unable to work and receiving Workers' Compensation if such payments were being made for the employee at the time of the work related injury. However, during such non-work time due to a work related injury, vacation days shall not continue to accrue.

Should an employee be unable to return to work within the one (1) year period, the employee may avail himself/herself of a leave of absence for protracted illness beginning a new one (1) year period under that provision. Then, upon the release of the employee's physician to return to work as noted above, he/she shall be placed in the first open position for which he/she is qualified and which is commensurate with that which would be held had the leave not intervened. In case an employee who suffered an on-the-job injury is released to return to work but is not able to assume his/her former position, the Employer shall endeavor to place the employee in an assignment in the Bargaining Unit for which he/she is qualified contingent upon the employee's limitation.

B. Disputes

Any medical divergence of opinion shall be resolved in accordance with the provisions of Article 15, A.

ARTICLE 26 SEVERABILITY CLAUSE

If any Article or Section of this Agreement, or any Supplemental thereto, should be held invalid by operation of Law or by any Tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such Tribunal, the remainder of this Agreement and Supplements shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

ARTICLE 27 ZIPPER CLAUSE

The parties acknowledge that, during negotiations which resulted in this Agreement, each party had the right and opportunity to make demands and proposals relative to any subject not removed by law and that the understandings and agreements arrived at by the parties after the exercise of that right are contained herein and that this contract cancels and supersedes all previous contracts between the Employer and the Union.

The parties recognize that this Agreement may be altered by addition, modification or deletion only through the voluntary, mutual consent of the Employer and the Union by Memorandum of Agreement which has been ratified and signed by both parties, thereby becoming an amendment to this Agreement which is then final and binding on all employees covered by this Agreement and on the Employer.

ARTICLE 28 STRIKES AND STOPPAGES

During the life of this Agreement, the Union will not cause its members to cause, nor will any member of the Union or other employees represented by the Union take part in any strike against the Employer as defined in Act 379, P.A. 1965 as amended. Notwithstanding the foregoing, in the event any members of the Union or employees

represented by the Union violate this Agreement, the Union will use its immediate, best and continuing efforts to cause full and prompt resumption of work and operations.

ARTICLE 29 MANAGEMENT'S RIGHTS

- A. It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board. Such rights shall include, by way of illustration and not by way of limitation, the right to:
1. The executive management and administrative control of the school system and its properties, facilities, equipment, and the activities of its employees during working hours;
 2. Hire all employees and to determine their qualifications and the conditions for their continued employment, their days and hours of work, their work schedules, their assignment, placement, dismissal, suspension, layoff, recall or demotion, and to promote and transfer all such employees unless specified otherwise in this agreement, determine and re-determine job content, descriptions, and responsibilities;
 3. Determine the services, supplies and equipment necessary to continue operation and to determine all methods and means of performing, distributing, disseminating, and/or selling its services, methods, schedules and standards of operation or operation; the means, methods, and processes of carrying on the work, including automation or contracting thereof, or changes therein; the institution of new and/or improved methods or changes therein;
 4. Adopt rules and regulations;
 5. Determine the number and location or relocation of its facilities, including the establishment or relocation of new schools, buildings, departments, divisions or sub-divisions thereof, and the relocation or closing of offices, departments, divisions or sub-divisions, buildings or other facilities;

6. Determine the size of the management organization, its functions, programs, authority, amount of supervision and table of organization;
 7. Determine the policy affecting the selection, testing or training of employees.
- B. The matters contained in this Agreement and/or the exercise of such rights of the Board are not subject to further negotiations between the parties during the term of this Agreement, unless by mutual consent.
- C. Nothing in this Master Agreement shall be construed to limit the powers and responsibilities conferred upon the Board of Education or the Superintendent under the Laws or Constitution of the State of Michigan. Specifically, the rights and responsibilities as conferred under the Public Employment Relations Act and the Revised School Code are preserved.

ARTICLE 30 HOLIDAYS

- A. Twelve (12) month employees in the bargaining unit with seniority shall receive the following paid holidays:
- New Year's Day*
 - Memorial Day*
 - Fourth of July*
 - Labor Day*
 - Thanksgiving Day*
 - Day after Thanksgiving*
 - All Day Christmas Eve*
 - Christmas Day*
 - Full Day before New Year's Day*
 - Good Friday (if school is not in session)*
 - Easter Monday (if school is not in session)*
- B. To qualify for holiday pay (8 hours or less pay at straight time rate), the employee must work the scheduled day before and after the holiday unless off work due to proven illness/paid leave or with permission from their immediate supervisor. Employee must use paid sick day from the employee's banks to receive Holiday pay.
- C. When any holiday falls on a Saturday or a Sunday, the holiday will be scheduled

on a work day adjacent to the holiday in order to provide the employee with the maximum number of consecutive days off.

- D. If a holiday is observed during an employee's vacation period, the employee shall receive an additional day off with pay in lieu of the holiday pay.
- E. If an employee is required to work on a holiday, the employee shall receive pay at two (2) times their regular rate, in addition to the holiday pay.
- F. Alternative-Work-Week employee's holidays will be celebrated on the calendar date. If an employee is scheduled to work on the holiday and the facility is open, then the alternative-work-week employee will be compensated at three times their regular pay or two times their regular pay plus a rescheduled day off. This choice will be at the board's discretion. A Scheduling Committee will meet to determine rescheduled holidays for the current school year.
- G. By July 1 of each year a calendar will be posted designating the holiday schedule.

ARTICLE 31 VACATIONS

A. Eligibility

All regular employees with seniority working twelve (12) months per year in the bargaining unit, who were hired before August 12, 2007, shall earn and accrue vacation with pay as follows beginning July 1, 2015:

Year 1 -	10 days -	.833 accrued monthly
Year 2 -	10 days -	.833 accrued monthly
Year 3 -	10 days -	.833 accrued monthly
Year 4 -	11 days -	.916 accrued monthly
Year 5 -	12 days -	1 day accrued monthly
Year 6 -	13 days -	1.083 accrued monthly
Year 7 -	14 days -	1.166 accrued monthly
Year 8 -	15 days -	1.250 accrued monthly
Year 9 -	15 days -	1.250 accrued monthly
Year 10 -	15 days -	1.250 accrued monthly
Year 11 -	16 days -	1.333 accrued monthly
Year 12 -	17 days -	1.416 accrued monthly
Year 13 -	18 days -	1.500 accrued monthly
Year 14 -	19 days -	1.583 accrued monthly
Year 15 -	20 days -	1.666 accrued monthly

All regular employees with seniority working twelve (12) months per year in the bargaining unit who were hired after August 12, 2007, shall earn and accrue vacation with pay as follows beginning July 1, 2015:

Year 1 - 5 days - .416 accrued monthly
Year 2 - 5 days - .416 accrued monthly
Year 3 - 8 days - .666 accrued monthly
Year 4 - 8 days - .666 accrued monthly
Year 5 - 10 days - .833 accrued monthly
Year 6 - 10 days - .833 accrued monthly
Year 7 - 10 days - .833 accrued monthly
Year 8 - 10 days - .833 accrued monthly
Year 9 - 10 days - .833 accrued monthly
Year 10 - 10 days - .833 accrued monthly
Year 11 - 11 days - .916 accrued monthly
Year 12 - 12 days - 1 day accrued monthly
Year 13 - 13 days - 1.083 accrued monthly
Year 14 - 14 days - 1.166 accrued monthly
Year 15 - 15 days - 1.25 accrued monthly

The payroll system will load accrued vacation days on the second pay each month. Employees hired after the 15th of the month will not show accrued time in that month.

B. Use

Use of vacation time can only be scheduled with the Supervisor's approval who will consider both the wishes of the employees as well as efficient operation of the department concerned. Employees shall inform their supervisors in writing by June 1 of each year of their desire for vacation. In the event there is conflict in scheduling vacations, seniority shall prevail. Employees who fail to give the supervisor proper notice by June 1 of each year shall forfeit the seniority preference. The vacation schedule shall be confirmed in writing no later than July 1 of each year. When a holiday is observed by the Employer during a scheduled vacation, the vacation will be extended one day continuous with the vacation. Vacation may not be waived by an employee and extra pay received

for work during that period.

It is agreed that there will be joint discussions during the first year transition to this accrual process on the scheduling and carryover of vacation time.

C. Computation

Full years of service are to be computed for vacation allotments as of July 1 of each year. Such earned vacations are to be taken during the succeeding fiscal year. It is also agreed upon that employees holding split positions in requesting vacation days will be required to get the signature of their home school supervisor, (school where they receive their paycheck) prior to submitting their request to the Operations supervisor. It is also the responsibility of the employee to notify the supervisor at the non-home school of their request.

D. Carry Over

An employee may opt to carry over to the next fiscal year up to five (5) vacation days, and, with mutual consent, an employee may carry over up to ten (10) additional vacation days.

**ARTICLE 32
PHYSICAL EXAMS/DRUG TESTING**

A. Physical Exams

The Employer will pay the cost of physical examinations required for initial employment and for subsequent examinations deemed necessary by management. The Employer reserves the right to deduct the fee for physical examinations outlined above for any employee who terminates prior to six (6) months service.

B. Drug Testing

Drug testing will be done at the expense of the Employer. Any hours the employee is required to spend in drug testing will be paid for at the regular rate of pay.

**ARTICLE 33
ADDITIONAL COMPENSATION AND CERTIFICATIONS**

A. Uniforms

The Employer agrees to furnish four (4) uniform shirts and/or pants up to sixty-dollars (\$60.00) per employee during the year. The Employer shall select the uniform shirts or pants and the vendor; provided however, that Union representatives shall be requested to be present during the final selection to facilitate the mutual intent for selection of uniform shirts or smocks appropriate to the work group. It shall be the responsibility of each employee to properly maintain the apparel and to see that they are always neat and presentable.

It is understood that uniform shirts or pants and other district provided apparel are to be used on the job only and the frequency of reimbursement for the purchase of this district provided apparel shall be at the discretion of the Office of Operations and Maintenance.

The employer further agrees to reimburse grounds employees, utility workers, warehouse employees, and Maintenance Tech. up to sixty dollars (\$60.00) per year for the required safety shoes. This reimbursement limit shall also apply to needed replacements and repairs of such required safety shoes.

B. Certifications for Trades

1. Building Maintenance employees (Maintenance Technicians, Carpenter, High School Maintenance Worker) meeting the appropriate requirements shall receive a maximum of an additional ninety cents (\$.90) per hour on their base wage.
 - a. Journeyman's card or higher certification in an appropriate skilled trade (e.g. electrician, plumber, carpenter, refrigeration or air conditioning).
 - b. Successful completion of the appropriate test at Michigan Occupational Competency Assessment Center at Ferris State College.
 - c. Temporary assignment to duties that require a Contractor's license in a skilled area (e.g. mechanical or residential builder's license).
For example, should a grounds employee who holds a valid builders license be assigned to a construction or renovation project, the contractors license certification rate would be added to that individual's hourly rate during the period of that assignment.

2. **Other Certifications**
 - a. Low Pressure Boilers License - \$.15 per hour
 - b. Those employees who monitor and maintain pools as part of their job assignment shall be eligible for a two hundred dollar (\$200) annual payment for achieving a current Certified Pool Operator's license. Payment will be made upon the employee submitting verification of certification to his/her immediate supervisor. The

supervisor will then forward this documentation to the Executive Director of Human Resources for his approval.

- c. Utility and Grounds employees holding a CDL license shall receive an additional \$.15 per hour.
- 3. Maintenance Technicians will receive an additional .75 per hour above scale.
- 4. The Employer will reimburse regular employees for license renewals, with the exception of normal driver's license renewals, provided such license is required on the job.

ARTICLE 34

COMPENSATION

A. Pay Periods/Direct Deposit

Pay periods shall be twice each month with a 12 month schedule of 24 pays. If pay day is a bank holiday or weekend, pay day will be on the previous business day. Pay will be deposited electronically into the bank, credit union or financial institution of the employee's choice. Those employees who do not have such accounts will have their pay electronically deposited into a paycard by the district identified financial institution where they will receive their total pay. Any fee or financial cost associated with the initial deposit to the financial institution or first withdrawal from the financial institution will be paid by the district. Payroll statements will be electronically sent to the employee's identified email address.

Wages will be paid in twenty-four (24) installments on the 10th and 25th of each month. The schedule of pay dates for the year shall be published to employees by October 1 of each school year. Pay days that would occur on a bank holiday or weekend will be paid on the business day immediately proceeding the scheduled pay day.

- B. For the duration of the agreement, the parties agree to re-examine any financial incentives or disincentives that may impact the Huron Valley Schools as a result of legislation, Federal and/or State initiatives, mandates and/or State/Federal administrative actions.

C. District Financial Formula

The Financial Formula will be the same for all HVS Groups using a proportionate share calculation and will begin in 2018-2019 based on prior year November audited results.

The formula is based on the following:

1. Audited Fall pupil count from prior year
2. Unrestricted revenues as of 6/30 of the prior year
3. Triggers based on fund balance with a 5% floor and a 7% ceiling

4. Increase/decrease in the AFSCME group's health insurance costs
5. Additional salary is capped at cost of living (COLA) for S.E. Michigan

If the formula is positive and the fund balance is 7% or above, the formula amount is on-schedule. Payment would begin on the second pay in January with retro to the beginning of the school year.

If the formula is negative and the fund balance is below 5%, Administration and the AFSCME group will decide how to reduce the deficit and discuss possible solutions.

**AFSCME WAGE SCALE
2018-2021**

WAGE SCALE FOR EMPLOYEES HIRED PRIOR TO AUGUST 11, 2007

TIER I	New Hire Rate	1 Year Rate	2 Year Rate	3 Year Rate	5 Year Rate
A. CUSTODIAL/MAINTENANCE					
Custodian I, Custodian II	13.62	15.13	15.43	16.02	16.20
Working Leader, AM/PM Utility, Utility Truck Driver	15.07	16.65	16.99	17.56	17.75
Groundsmen	14.37	16.08	16.38	17.55	17.75
Grounds Working Leader	15.86	17.53	17.88	18.50	18.70
High School Maintenance Worker	15.86	17.53	17.88	18.50	18.70
B. Maintenance Technician					
	18.27	19.69	20.07	20.85	21.25

WAGE SCALE FOR EMPLOYEES HIRED ON OR AFTER AUGUST 12, 2007

TIER II	New Hire Rate	1 Year Rate	2 Year Rate	3 Year Rate	5 Year Rate
A. CUSTODIAL/MAINTENANCE					
Custodian I, Custodian II	11.82	12.93	13.34	13.90	14.10
Working Leader, AM/PM Utility, Utility Truck Driver	13.07	14.30	14.76	15.37	15.60
Groundsmen	13.07	14.30	14.76	15.37	15.60
Grounds Working Leader	13.75	15.05	15.53	16.18	16.40
High School Maintenance Worker	13.75	15.05	15.53	16.18	16.40
B. Maintenance Technician					
	17.72	19.39	20.02	20.85	21.25

**ARTICLE 35
TERMINATION AND MODIFICATION**

This Agreement shall continue in full force and effect until the thirtieth (30th) day of June, 2018. In the event either party wishes to terminate this Agreement, or modify or amend any Article or clause hereof, then notice to that effect shall be given in writing to the other party no less than sixty (60) days prior to the terminal date of this contract. If no notice of termination or modification is given by either party as provided for herein, then this Agreement shall automatically continue in full force and effect from year to year.

If notification is given as provided herein, either party may, upon ten (10) days written notice to the other party, after the termination date terminate this Agreement.

This Agreement shall become effective as of July 1, 2018.

**AMERICAN FEDERATION of STATE,
COUNTY, and MUNICIPAL EMPLOYEES
AFFILIATED WITH AFL-CIO**

**HURON VALLEY SCHOOLS
BOARD OF EDUCATION
OAKLAND and LIVINGSTON COUNTIES,
HIGHLAND, MICHIGAN**

FOR THE UNION:

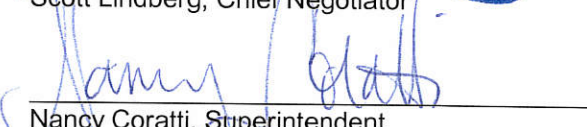

Denis Martin, AFSCME Staff Representative

FOR THE BOARD:

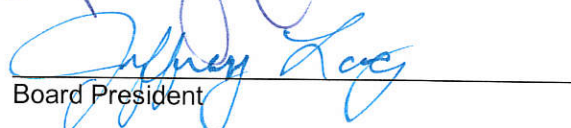

Scott Lindberg, Chief Negotiator



Les Gidcumb, AFSCME Chapter Chair



Nancy Coratti, Superintendent



Board President

Date: 7/9/18

Date: 7/9/18

Negotiating Teams

For AFSCME
Denis Martin, AFSCME Local #25
Dan Cramer
Les Gidcumb
Cindy Gruenwald
Gary Nash
Diane Yarch

For the Board
Scott Lindberg
Shun Smith
Michael Hill
Joanne Tibedeau

**LETTER OF UNDERSTANDING: Article 14 Layoff and Recall
Dated 7/1/2015**

The parties agree that in the event the board finds it necessary to reduce hours or eliminate positions, the employee(s) affected shall have the opportunity to bump the lowest senior employee in his/her classification with the same number of hours or less and can perform the job.

An affected employee on regular work week may opt to bump the lowest senior employee on alternative work week with the same number of hours or less and can perform the job.

If a vacancy exists (after having been posted per the Master Agreement) within the same classification with equal or less hours, the employee may accept the vacant position or exercise bumping rights as stated above.

**LETTER OF UNDERSTANDING: Emergency Managers
Dated 7/1/2015**

This Agreement is subject to the provisions of the Public Employment Relations Act, MCL 423.201 et seq., including Section 15(7) thereof, MCL 423.215(7), and therefore may be rejected, modified or terminated by an emergency manager appointed under the Local Financial Stability and Choice Act, 2012 PA 436, MCL 141.1541 through 141.1575. No grievances may be processed contesting actions taken by an Emergency Manager.

**LETTER OF UNDERSTANDING: Donation of Sick Days
Dated 7/1/2018**

The Employer and Union agree to develop a process whereby an AFSCME member may voluntarily donate up to two (2) days every six months from his/her sick bank to another member with a qualified serious illness/absence.

The details shall be developed jointly by the District and the Union to commence in September 2018 and shared with the membership.

**Letter of Understanding: Commitment to Collaboration
Dated 7/1/2018**

The employer and Union shall continue to discuss the operational needs of the District.

INDEX

*This index is for reference only and is not part of the master agreement.

A

Absences	26, 35
Appeal, Discharge or Suspension	11
Alternative Work Week Positions	37
Arbitration	9
Attendance Control	36

B

Bargaining Unit	3
Benefits While on Leave	23
Breaks	37

C

Carry Over Vacation Days	50
Cash in Lieu of Medical Health	32
Certifications	51
Chief Steward	4
Classification, Work Above	21
Classification, Return from Layoff	16
Compassionate Leave	26
Compensation	54
Coordination of Dental and Vision	32

D

Death in Immediate Family	27
Dental Plan	32
Disability Leave	22
Discharge and Suspension	11
Discipline	11
Discipline, Use of Past Records	11
Donation of Sick Days	59
Drug Testing	51

E

Employees Covered	3
Employment Application Errors	12
Equalization Chart Overtime	40
Equipment Defects	40
Exam	20

F

Family Medical Leave Act (FMLA)	22
Funeral Leave	27

G

Grievance Procedure	6
---------------------	---

H

Health Benefits, Leaves	23
Health Insurance Coverage	29
Holidays	46
Hospitalization Insurance	29
Hourly Wage Scales	56
Hours	38

I

Illness, Family Member	26
Illness, Protracted	22
Insurance Coverage	29
Insurance Effective Date	29
Insurance, Workers Compensation	42

J

Jury Duty	41
-----------	----

L

Layoff and Recall	15
Leaves, Health Benefits	23
Leaves of Absence	22, 26
Leaves, Seniority	25
Licenses	52
Life Insurance	33
Letter of Understanding	58, 59

M

Management Rights	45
Maternity Leave	23
Mediation	8
Military Leave	23

N

New Employment	4
Notification from Leave	25
Notification for Overtime	39

O

Overtime	39
Overtime, Sundays & Holidays	39
Overtime Equalization Chart	39

P

Paid Leave	26
Past Records	11
Pay Dates	54
Perfect Attendance Incentive	35
Personal Business Leave	27
Personnel File	12
Physicals	51
Posting	17
Premium Pay	38
Pre-qualifying Exam	20
Probationary Employee, Layoff	15
Probationary Employee, Termination of	13
Probationary Period	13
Progressive Discipline	12
Promotions	20
Pseudo Random Number Seniority	13
Purpose and Intent	2

R

Rates, New Jobs	42
Recall	16
Reduction in Work Force	15
Report to Work	35

S

Safety, Responsibilities & Equipment	40
Safety Shoes	40
Seniority	13
Seniority, Leaves of Absence	25
Seniority Lists	13
Seniority, Loss of	14
Seniority Officers	14
Seniority Stewards	14
Severability Clause	44
Severance	28
Shift	38
Sick Days, Overtime	39
Sick Leave Policy	26
Special Conference	5
Stewards Union	5, 11
Strikes	44
Substitute Employee	3
Summer Work	19
Supplemental Agreements	15
Suspension	11

T

Temporary Employee	19
Temporary Positions	19
Termination of Agreement	57
Termination of Employment	11
Testing	20
Transfers	18
Transfers Outside Bargaining Unit	18
Trial Period, Promotion	20

U

Uniforms	51
Union Business	24
Union Representation	4
Union Stewards	5
Unsafe Equipment	40

V

Vacancies	19
Vacations	48
Vision Coverage	33

W

Wage Scale	56
Work Assignment	37
Work Shift	31 37
Work Stoppage	16
Workers Compensation	42
Working Hours, Overtime, & Premium Pay	37
Working Leaders	21

Z

Zipper Clause	44
---------------	----